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Missouri
Department of
Labor and
Industrial Relations

ANNUAL REPORT

1986

Labor and Industrial Relations Commission
Division of Labor Standards
Board of Mediation
Division of Workers' Compensation
Missouri Commission on Human Rights
Governor's Committee on Employment of the Handicapped
Division of Employment Security

JOHN ASHCROFT
GOVERNOR
STATE OF MISSOURI

JERRY M. HUNTER
DIRECTOR
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
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JOHN ASHCROFT
GOVERNOR

JERRY M. HUNTER
DIRECTOR

December 12, 1986

The Honorable John Ashcroft
Governor of Missouri and
The Labor and Industrial Relations Commission

Dear Governor and Commission Members:

I am pleased to present to you the Twelfth Annual Report of the Department of Labor and Industrial Relations for the Fiscal Year ending June 30, 1986.

Fiscal Year 1986 was one of noteworthy activity for all divisions of the Department including the Division of Labor Standards, the Division of Workers' Compensation, the Division of Employment Security, the Missouri Commission on Human Rights, the Governor's Committee on Employment of the Handicapped, and the State Board of Mediation.

The report clearly illustrates the many benefits that the Department makes available to the citizens of Missouri. The narrative is accompanied by charts, tables and graphs to illustrate the Department activities.

Sincerely yours,

Jerry M. Hunter

Jerry M. Hunter
Director

TWELFTH ANNUAL REPORT
FISCAL YEAR ENDING JUNE 30, 1986

Labor and Industrial Relations Commission . . . . . **1904 Missour Blvd., P.O. Box 599**
Jefferson City, Missouri 65101
314-751-2461

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Robert L. Fowler . . . . . Member
Palmer W. Scheperle . . . . . Member
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Department of Labor and Industrial Relations . . . . . **421 E. Dunklin, P.O. Box 59**
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DIVISIONS OF THE DEPARTMENT

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621 East McCarty, P.O. Box 449 — 314-751-3403
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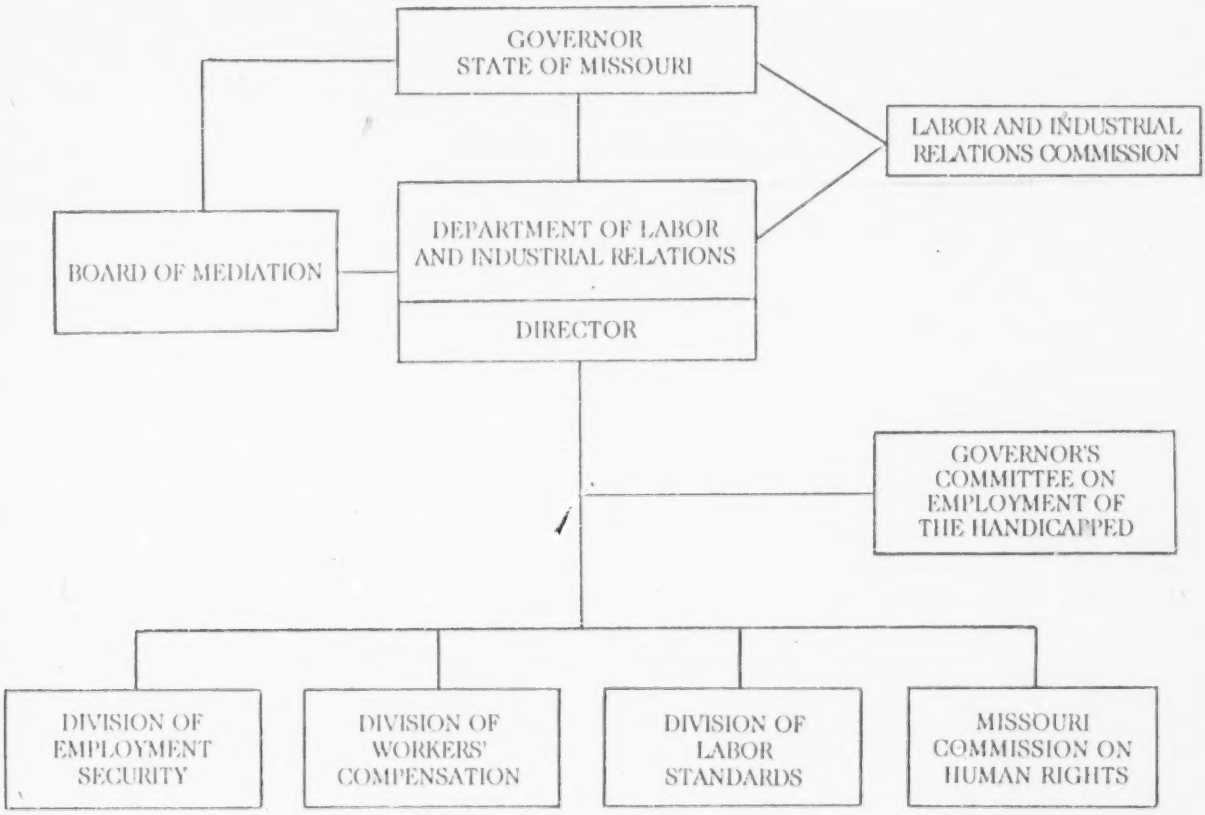
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS



This twelfth Annual Report of the Department of Labor and Industrial Relations sets forth the salient activities of the eight agencies which the Department comprises.

The Department of Labor and Industrial Relations is responsible for administering programs which (1) promote job placement, (2) provide an income contribution for workers to offset the loss of a job because of injury, (3) provide an income contribution for workers to offset the loss of a job because of layoff, (4) resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining, (5) regulate wages for certain work in public works and construction and for women, (6) assist in employment of the handicapped, and (7) enforces Missouris' anti-discriminatory statutes.

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers. The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.

The Unempoyment Insurance Program, a unit of the Division of Employment Security, began in 1937, and a second unit, the state employment service (now Job Service) was first established in 1899 by the General Assembly and in 1933 was affiliated with the United States Employment Service. The Division of Workers' Compensation was formed in 1926, and the Division of Labor Standards has functioned under various titles since 1879. The Board of Mediation administers a law enacted in 1947; the Commission on Human Rights was created in 1957. The Committee on Employment of the Handicapped became statutory in September 1977. The administration of the Crime Victims Law through the Division of Workers' Compensation began January 1, 1983.

LABOR AND INDUSTRIAL RELATIONS COMMISSION

Pursuant to the Omnibus State Reorganization Act of 1974, Revised Statutes of Missouri (1978 Supp.), Section 8.1 provides:

"There is hereby created a 'Department of Labor and Industrial Relations' to be headed by a labor and industrial relations commission as provided by section 49, article IV, constitution of Missouri. All the powers, duties and functions of the industrial commission are transferred by type I transfer to the labor and industrial relations commission and the industrial commission is abolished. The commission shall nominate and the governor shall appoint, by and with the advice and consent of the senate, the director of the department to be the chief administrative officer of the department."

The Labor and Industrial Relations Commission (hereinafter called "commission") is composed of three members appointed by the Governor by and with the advice and consent of the Senate. One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the State of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member, on account of his previous vocation, employment, affiliation or interests, shall be classified as a representative of the employee. A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Under the transfer of delegated legislative authority, the commission shall appoint a secretary who shall serve at the pleasure of the commission. The secretary shall be a citizen and a qualified voter of this state and shall have had at least five years' experience in business or public administration or office management. The secretary keeps full and true records of all proceedings of the commission and copies of all rules, regulations, decisions and orders made by the commission and is responsible to it for the safe custody and preservation of such records and documents. Under the direction of the commission, the secretary shall have general charge of its office, superintend its clerical business, and perform such other duties as the commission may prescribe.

DUTIES

In addition to the responsibility of the overall supervison and control of the department, which has for the most part been delegated by the commission to the director of the department for administrative purposes, the commission reviews all appeals from decisions and awards in workers' compensation cases, unemployment compensation cases and victims of crimes compensation cases and hears objections to prevailing wage determination at the highest administrative level. In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

The appellate workload carried out by the commission in fiscal years 1985 and 1986 is shown in the accompanying charts.

APPEALS TO THE LABOR AND INDUSTRIAL RELATIONS COMMISSION

Employment Security

	1986	1985
Employee Benefit Appeals	3,005	3,598
Employer Contribution Appeals	138	125
Benefit Decisions Issued	531	383
Benefit Orders Issued	2,383	3,311
Contribution Decisions Issued	19	11
Contribution Orders Issued	109	128
Hearings and Oral Argument	12	9
Appeals to Circuit Court	108	119
Benefit Cases Pending June 30	813	671

Workers' Compensation

	1986	1985
Application for Review of Award of Administrative Law Judge	183	196
Application for Modification of Award of Administrative Law Judge	48	52
Applications for Approval of Settlements	26	20
Awards Issued	82	95
Orders Issued	149	121
Hearings, Oral Arguments and Evidence	81	47
Appeals to Circuit or Appellate Courts	78	43
Applications for Review on Hand June 30	31	34
Applications for Modifications Pending June 30	16	13
Cases Pending for Review June 30	45	42
Cases Pending for Oral Arguments June 30	32	49

Prevailing Wage

	1986	1985
Objections Field	1732	105
Objections Heard	405	49
*Hearings	8	3
Orders Isseued	110	49
Final Determinations	38	4
Appeals to Court	1	0

*Appropriate consolidation of Objections Filed resulted in the number of Hearings conducted.

DIVISION OF LABOR STANDARDS

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the divisions of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the division is the director who reports directly to the Director of the Department of Labor and Industrial Relations.

The director, with administrative support personnel, performs the business and accounting for all receipts and expeditures of all funds allocated to the division, collection of fees, issuance of theatrical booking agency licenses, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operating sections. The operating sections are the Inspection Section and the Prevailing Wage Section.

The Inspection Section consists of two parts: (1) mine inspection, and (2) on-site consultation and inspection.

The Prevailing Wage Section is responsible for enforcement of what is known as "The Prevailing Wage Law" which provides that no less than the prevailing hourly wages for work of a similiar character in the locality in which the work is performed shall be paid to all workers employed by or on behalf of any public body engaged in public work.

INSPECTION SECTION

Among the duties assigned the Inspection Section are: (1) Enforcement of the provisions of the State Child Labor Laws, Chapter 294, RSMo 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo 1978; (3) Inspection and licensing of theatrical booking agencies, Chapter 289, RSMo, 1978; (4) Wages, hours and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Indicated are the number of inspections and investigations conducted during Fiscal Year 1985:

Child Labor Inspections	5,038
Violations	20
Prosecutions	3
Serious Accident Investigations	18

MISSOURI MINERAL PRODUCTION FISCAL YEAR 1986

Kind of Mine	Tons Produced FY 1985	Tons Produced FY 1986
CLAY	810,323	653,804
COAL	6,634,174	4,773,784
COPPER	19,030	58,105
IRON	1,104,638	1,248,768
LEAD	406,917	551,904
ZINC	86,736	97,043
GRANITE (Felsite)	303,119	313,505
SHALE	909,142	948,055
SILICA SAND	669,883	596,592

Concentrates-Lead Zinc-Copper
Pellets-Iron

CLAY FISCAL YEAR 1986

Clay production in Missouri showed a decrease of 156,519 tons to compared FY 1985.

LEADING CLAY PRODUCERS FOR FY 1986

Lowe's Southern Clay Co.	144,811
River Cement Co.	140,646
A.P. Green Refractories	74,039
Mantle Mining Co.	61,032

Operators	Tonnage	Fatal Accidents
A.D.Willis & Son Co.	59	0
Allied Chemical Co.	61,032	0
Alsey Refractories Co.	9,442	0
A.P. Green Co.	74,039	0
Arthur Dillon Co.	28,372	0
Dillon Clay Mining Co.	35,975	0
Elton Hensley Mining Co.	7,953	0
Forest Johnson Clay Co.	15,415	0
Harbison-Walker Refractories Co.	38,170	0
Joe Gilliam Mining Co.	5,362	0
Kasten Clay Products	18,531	0
Langenberg Mining Co.	11,306	0
Lowe's Southern Clay	144,811	0
Mantle Mining Co.	32,545	0
River Cement Co.	140,646	0
Southern Clay, Inc.	30,146	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1977	1,201,373
1978	1,158,215
1979	1,133,541
1980	1,326,280
1981	887,639
1982	816,118
1983	653,058
1984	729,138
1985	810,323
1986	653,804

DIVISION OF LABOR STANDARDS

COAL

FISCAL YEAR 1986

Coal production in FY 1986 showed a decrease of 1,860,390 tons compared to FY 1985.

LEADING COAL PRODUCERS FOR FISCAL YEAR 1986

Associated Electric Corp., Inc.	1,742,035
N.E.M.O. Coal Co.	863,324
P & M Coal Co. (Midway Mine)	674,889

Operators	Tonnage	Fatal Accidents
Associated Electric Corp., Inc.	1,742,035	0
Bill's Coal Co.	83,480	0
Burbridge Coal Co.	97,373	0
Central West Coal Co.	96,272	0
Hi-Tech Mining Co.	57,999	0
Missouri Leasing & Investment Co.	16,080	0
Missouri Mining Co.	68,857	0
Moniteau Valley Mine, Inc.	3,201	0
N.E.M.O. Coal Co.	863,324	0
Peabody Coal Co. (Power Mine)	674,889	0
Pittsburg & Midway Coal Co. (Empire Mine)	434,341	0
Pittsburg & Midway Coal Co. (Midway Mine)	482,688	0
SunPyre Mining, Inc.	12,105	0
Universal Coal & Energy Co.	131,956	0
Wyoming Fuel Co.	9,184	0

10 YEAR PRODUCTION RECORD

Year	Tons
1977	6,647,358
1978	5,511,794
1979	6,850,223
1980	5,904,795
1981	4,623,130
1982	5,471,155
1983	5,460,848
1984	5,752,206
1985	6,634,174
1986	4,773,784

PRODUCTION BY COUNTY

County	Tons	Fatal Accidents
Barton	446,446	0
Bates	540,687	0
Cooper	16,080	0
Henry	674,889	0
Howard	135,157	0
Monroe	9,184	0
Putnam	68,857	0
Ralls	97,373	0
Randolph	2,605,359	0
Vernon	179,752	0

IRON

FISCAL YEAR 1986

Iron showed a decrease of 144,130 tons for FY 1986 compared to FY 1985.

Operators	Tonnage	Fatal Accidents
Pea Ridge Iron Ore Co.	1,248,768	0

10 YEAR PRODUCTION RECORD

Year	Tons
1977	2,104,448
1978	1,359,836
1979	338,563
1980	1,570,013
1981	1,554,612
1982	1,553,513
1983	618,178
1984	1,420,395
1985	1,104,638
1986	1,248,768

LEAD — ZINC — COPPER

(Concentrates)

FISCAL YEAR 1986

Lead production in Missouri for FY 1986 showed an increase of 144,987 tons compared to FY 1985. Zinc showed an increase of 10,307 tons compared to FY 1985. Copper showed an increase of 39,075 tons compared to FY 1985.

Operators	Lead	Zinc	Copper	Fatal Accidents
St. Joe Minerals Corp.	251,173	24,826	52,877	1
Cominco American, Inc.	110,220	24,730	5,228	0
*Homestake Mining Co.	163,258	42,477		0
Asarco, Inc.	27,253	5,010		0

*Formerly Amax Lead Co.

DIVISION OF LABOR STANDARDS

10 YEAR PRODUCTION RECORD

Year	Lead Tons	Zinc Tons	Copper Tons
1977	702,539	187,184	33,462
1978	702,673	123,828	21,620
1979	709,412	126,745	29,241
1980	768,690	129,855	30,315
1981	611,639	114,512	19,302
1982	656,645	118,041	13,448
1983	622,015	118,871	11,458
1984	566,982	122,640	13,146
1985	406,917	86,736	19,030
1986	551,904	97,043	58,105

SILICA SAND

FISCAL YEAR 1986

The FY 1986 production of Silica Sand showed a decrease of 73,291 tons compared to FY 1985.

Operators	Tonnage	Fatal Accidents
Master Bros. Silica Sand	40,910	0
Pennsylvania Glass Sand Co.	209,161	0
River Cement Co.	98,494	0
Unimin Corp.	249,027	0

10 YEAR PRODUCTION RECORD

Year	Tons
1977	1,018,972
1978	1,327,453
1979	1,098,011
1980	1,127,920
1981	1,112,040
1982	1,083,175
1983	758,606
1984	655,667
1985	669,883
1986	596,592

SHALE

FISCAL YEAR 1986

Shale production for FY 1986 showed an increase of 38,913 tons compared to FY 1985.

Operators	Tonnage	Fatal Accidents
Buildex, Inc.	108,842	0
Ceramo Company	9,050	0
Continental Cement Co.	139,933	0
Dundee Cement Co.	625,365	0
Midland Brick & Tile Co.	63,864	0

10 YEAR PRODUCTION RECORD

Year	Tons
1977	1,219,402
1978	1,348,952
1979	1,415,073
1980	1,186,667
1981	1,024,042
1982	916,582
1983	819,200
1984	875,515
1985	909,142
1986	948,055

GRANITE

FISCAL YEAR 1986

Operators	Tonnage	Fatal Accidents
G.A.F. Corp.	313,344	0
Missouri Red Quarries, Inc.	161	0

FATAL ACCIDENTS IN MISSOURI MINES

FISCAL YEAR 1986

Only one (1) fatal accident occurred in Missouri Mines during FY 86.

CAVES

An Act of the 63rd General Assembly authorized and directed inspection of all Caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths, all electrical and other safety measures in and around any such Caves before they may be opened to the public and to file complete and true map plans of such Caves.

It shall be the duty of the Inspection Section to inspect such Caves at least once a year. The annual inspection fee will be thirty-five dollars ($35.00).

County	Name of Cave	Address
Barry	Crystal Caverns	Cassville, MO
Camden	Ozark Caverns	Osage Beach, MO
	Bridal Cave	Camdenton, MO
Carter	Cave Spring Onyx Caverns	Van Buren, MO
Crawford	Onondago Cave	Leasburg, MO
Franklin	Fisher's Cave	Sullivan, MO
	Meramac Caverns	Stanton, MO

DIVISION OF LABOR STANDARDS

County	Name of Cave	Address
Greene	Crystal Cave	Springfield, MO
	Fantastic Caverns	Springfield, MO
Marion	Cameron Cave	Hannibal, MO
	Mark Twain Cave	Hannibal, MO
McDonald	Ozark Wonder Cave	Noel, MO
	Bluff Dweller's Cave	Noel, MO
	Truitts Cave	Lanagan, MO
Miller	Indian Burial Cave	Osage Beach, MO
	Fantasy World Cavern	Osage Beach, MO
Morgan	Jacob's Cave	Versailles, MO
Shannon	Round Springs Cave	Round Springs, MO
	Devils Well Cave	Van Buren, MO
St. Francois	Bonne Terre Cave	Bonne Terre, MO
Stone	Talking Rock Cave	Silver Dollar City, MO
	Marvel Cave	Silver Dollar City, MO
Wayne	Rebel Cave	Silva, MO

Mine Safety Training Section

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting Federal/State coordination and cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the Federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of three instructors and one secretary. New Miner, Annual Refresher, First Aid and Mine Rescue classes are held throughout the State. During the period July 1, 1985 to June 30, 1986, training was provided for 3,565 miners.

SERVICES

In addition to safety training, the State Mine Safety Training Section provides a variety of other services to the mining industry. We will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety training plans, assistance is provided to the companies in writing adequate ones. We also provide mine rescue training to the mine having rescue teams.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the State's mining industry. Mine operators in the State of Missouri have been apprised of the availability of safety training.

Missouri Safety and Health Consultation Service

The Missouri Legislature created the Missouri Safety and Health Consultation Service effective July 1, 1979. This service is funded 90 percent by the Federal government and 10 percent by the State Government. The objective of this service is to provide professional expertise to the Missouri business community in the area of safety and health in the workplace at no cost to the employer in order to reduce costly accidents and illnesses.

This is strictly a confidential consultative activity with no fines or penalties.

The service is available to all businesses in the State only upon their request. The place of business cannot be visited without the invitation of the owner or duly authorized representative. This program is found in all fifty States and was mandated by the United States Congress. During the period July 1, 1985 to June 30, 1986, we received 296 requests for assistance, and performed 338 visits to the Missouri business community. In these 338 visits, we found 4,425 hazards and have made recommendations to the employers as to the most expedient and least expensive method of eliminating these hazards. These visits have provided a safer and more hazard free place of employment for approximately 25,884 employees.

UPON REQUEST

In addition to hazard identification and correction, this service now offers training and education for employers and employees in all safety and health matters. Each training visit is tailored to the needs and wishes of that particular business.

Exemptions from OSHA Enforcement Inspections are now given for a one year period to businesses who eliminate all safety and health hazards and establish and maintain an effective safety and health program.

PREVAILING WAGE SECTION

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie with the responsibility of the prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and publishing the Annual Wage Order. Additionally, this section is responsible for providing that information required by the Labor and Industrial Relations Commission for support of wage determination or wage orders and resolution of any objections against same.

Prevailing Wage surveys are conducted periodically each year to establish the governing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, on-site inspections are performed to assure compliance with the prevailing wage scales. During the past two fiscal years, these inspections included:

DIVISION OF LABOR STANDARDS

SUMMARY PREVAILING WAGE STATISTICS

		FY-85	FY-86
1.	Determination issued	2,824	4,724
2.	Inspections and/or visits to public bodies	3,471	3,086
3.	Objections filed	105	1,732
4.	Hearings by Labor and Industrial Relations Commission	3	8
5.	Orders issued by Labor and Industrial Relations Commission	49	110
6.	Final Determination (non-remand) Orders	4	31
7.	Appeals to District Court	0	1
8.	Violations	106	125*
9.	Wages and Penalties Assessed	$308,000	$144,000*
10.	Workmen Effected by (9)	629	460*

* **Estimated values, final amounts not yet available.**

PREVAILING WAGE SECTION NUMBER OF WAGE DETERMINATIONS

STATE BOARD OF MEDIATION

The State Board of Mediation is a quasi-judicial board and was created by an act of the General Assembly in 1947 through the enactment of Chapter 295. It is a tripartite board consisting of two members whom shall be employers of labor, or selected from an association representing employers of labor, and two members whom shall be individuals holding membership in some bona fide trade or labor union; the fifth member shall be a person who is neither an employee nor an employer of labor and who shall be Chairman of the State Board of Mediation. Three members, one employer member, one employee member and the neutral chairman constitute a quorum for conducting business.

The original statute was passed to create a Board to mediate labor disputes occurring in public utilities. The purpose of such mediation was to aid the utility employer and its union employees in their collective bargaining negotiations, when necessary, so that labor disputes in public utilities could be peacefully settled, without strikes or lockouts. If the Board's own direct efforts failed to settle the dispute, the Board was authorized to appoint a public hearing panel of three members to hear the dispute and to make a report and recommendations to the parties for settling the dispute. Recommendations, however, were not binding. Provisions of Section 295.180 were held to be in conflict with federal law (King Thompson) and, to that extent, invalid under the Supremacy clause of the U.S. Constitution, Division 1287 of Amalgamated Association of St. Elec.Ry. and Motor Coal Emp. of America vs. State of Missouri (1963) 83.

Effective October 13, 1967, the Board's powers were expanded by the legislature to cover resolution of issues of appropriateness of bargaining units and majority representative status amongst public employees. Under Sections 105.500 - 105.530, the state statute provides that public employers shall "meet and confer" for the purpose of discussing salaries and other conditions of employment. This is the primary function of the Board of Mediation.

The jurisdiction of the Board encompasses the entire state of Missouri and all its political subdivisions, 115 counties, all city and town municipalities, all school districts, special districts and departments of state government. All employees of the aforementioned governmental units, except police, deputy sheriffs, Missouri State Highway Patrol, Missouri National Guard and teachers have the right to join and form labor organizations. It is the responsibility of the Board to insure that all parties have a fair hearing in regard to an approrpiate bargaining unit and that the majority representative status be resolved by just standards. Upon completion of the hearings, Findings of Fact and Conclusions of Law, a Decision is reached by the Board, after which time a secret-ballot election is conducted. The tally is then completed and the results certified.

Nothing contained in Sections 105.500 - 105.530 shall be construed as granting a right to employees covered by this law to strike. There are no provisions mandated under this chapter for dispute resolution.

REPRESENTATION CASES
FISCAL YEAR 1986

Case No.	Date Filed	Petitioner	Respondent	Incumbent/ Intervenor	Unit	Disposition
R 85-012	4-3-85	St. Louis Teachers Association, MNEA	St. Louis Board of Education	St. Louis Teachers Union, Local 420, AFT/AFL-CIO	343 School Clerical Employees	Local 420 Recertified 7-22-85
R 85-016	6-20-85	International Association of Firefighters, Local 2665	City of Kirkwood		26 Firefighters	No Representation 8-19-85
R 86-001	7-1-85	Teamsters, Local 574	City of Ironton		8 Water Plant Operators	Union Certified 10-16-85
RD 86-002	7-3-85	Donald Jordon	City of Rolla	International Association of Firefighters, Local 2257	17 Firefighters	Union Decertified 9-16-85

STATE BOARD OF MEDIATION

Case No.	Date Filed	Petitioner	Respondent	Incumbent/ Intervenor	Unit	Disposition
R 86-003	10-15-85	Local 2665, Professional Firefighters of St. Louis County, International Association of Firefighters, AFL-CIO, CLC	Maryland Heights Fire District		26 Firefighters	Dismissed 12-4-85 Petition Withdrawn
UC 86-004 (Severance)	10-18-85	Teamsters, Local 245	City of Springfield	Missouri State Council 72 AFSCME, Local 1754	6 City Health Rabies Control Employees	Dismissed 12-13-85 Failure to meet showing of interest.
R 86-005	11-25-85	International Association of Firefighters, Local 3016	City of Carthage		42 Firefighters	Hearing 1-7-86 Decision 2-14-86 Union Certified 3-27-86
UC 86-006	12-11-85	Communications Workers of America	Department of Health (Formerly Division of Health, DOSS)		Approx. 375 State Employees	Dismissed 12-16-85 Failure to meet showing of interest.
R 86-007	1-6-86	Monett Professional Firefighters Association, Local 3028	City of Monett		6 Firefighters	Union Certified 3-24-86
R 86-008	1-10-86	Communications Workers of America	Department of Labor & Industrial Relations, Missouri Commission on Human Rights		24 Clerical/ Technical State Employees	Stipulation 5-6-86 Union Certified 7-22-86
R 86-009	1-21-86	International Association of Firefighters, Local 3031, Nevada Firefighters	City of Nevada		16 Firefighters	Stipulation 3-31-86 Union Certified 5-7-86
R 86-010	1-24-86	International Association of Firefighters, Local 2665	City of Frontenac		12 Firefighters	Hearing 4-3-86 Decision 5-13-86 Union Certified 6-30-86
R 86-011	2-10-86	MNEA, Springfield Educational Support Personnel	Springfield R-12 Board of Education		183 School Maintenance Employees	Stipulation 3-22-86 Union Certified 5-23-86

STATE BOARD OF MEDIATION

Case No.	Date Filed	Petitioner	Respondent	Incumbent/ Intervenor	Unit	Disposition
R 86-012	2-10-86	International Union of Operating Engineers, Local 2	City of St. Peters		43 City Public Works, Parks & Sewer Employees	Stipulation 3-27-86 No Representation 5-9-86
R 86-013	2-13-86	International Brotherhood of Electrical Workers, Local 257	KOMU-TV, University of Missouri		16 Broadcast Engineers	Hearing 4-8-86 Decision 7-24-86 Union Certified 9-10-86
R 86-014	2-28-86	Missouri State Council 72 AFSCME	City of Jefferson		104 City Employees	Hearing 5-6-86 Decision 8-14-86 No Representation 9-26-86
R 86-015	3-26-86	International Association of Firefighters, Local 2665, Professional Firefighters of St. Louis County	City of Rock Hill		9 Firefighters	Stipulation 5-20-86 Union Certified 7-21-86
R 86-016	3-28-86	Ritenour Federation of Teachers, Local 3198, MFT, AFL-CIO	Ritenour School District		39 School Custodians	Stipulation 4-29-86 Union Certified 6-10-86
R 86-017	4-1-86	Kansas City Federation of Teachers, AFT, AFL-CIO	Kansas City Missouri Public School System	Kansas City Association of Educational Office Personnel	241 Secretarial/ Clerical School Employees	Stipulation 5-5-86 Non-Determinitive Election/Pending
R 86-018	4-2-86	Independent School Employees, Local 60	Ferguson-Florissant School District		48 Maintenance and Bus Mechanics	Stipulation 4-29-86 Union Certified 5-27-86
R 86-019	4-11-86	St. Louis Teachers Association, MNEA/NEA	St. Louis Board of Education	St. Louis Teachers Union, Local 420	92 School Nurses	MNEA Certified 7-14-86
R 86-020	4-14-86	Teamsters, Local 610	City of St. Louis	St. Louis Municipal Employees, Local 675	133 Street Division City Employees	Dismissed 5-7-86 Contract bar
R 86-021	4-28-86	St. Louis Teachers Association, MNEA/NEA	St. Louis Board of Education	St. Louis Teachers Union, Local 420	341 Secretarial/ Clerical Employees	Run-off Election/Pending

STATE BOARD OF MEDIATION

Case No.	Date Filed	Petitioner	Respondent	Incumbent/ Intervenor	Unit	Disposition
R 86-022	4-29-86	Park Hill Education Support Employees, MNEA/NEA	Park Hill R-V Board of Education	Public Service Employees, Local 1132 Laborer's International Union of North America	40 School Custodians	Stipulation 6-30-86 Union Certified 7-17-86
R 86-023	5-6-86	Institutional & Public Employees Union, Local 410, AFSCME, AFL-CIO	City of St. Louis (Lambert Airport)	St. Louis Municipal Employees, Local 675, AFSCME, AFL-CIO	157 Civil Service City Employees; Custodians and Field Maintenance Workers	Stipulation 8-27-86 Local 410 Certified 9-19-86
R 86-024	5-6-86	Institutional & Public Employees Union, Local 410, AFSCME, AFL-CIO	City of St. Louis (Health & Hospitals)		132 Civil Service City Employees; EMT's, Custodians and Clerical	Stipulation 8-4-86 Union Certified 9-15-86
R 86-025	5-7-86	Service Employees International Union, Local 96, AFL-CIO	City of Independence		27 Maintenance, Sewer Plant Employees	Union Certified 7-3-86
R 86-026	5-12-86	Teamsters, Local 610	City of St. Louis (Street Department)	St. Louis Municipal Employees, Local 675	100 Street Department Employees	Stipulation 7-30-86 Teamsters, Local 610 Certified 9-15-86
R 86-027	5-15-86	International Association of Firefighters, Local 1030	City of North Kansas City		52 Firefighters	Stipulation 6-17-86 Union Certified 7-28-86
R 86-028	5-15-86	Service Employees International Union, Local 50	St. Louis Housing Authority		50 Maintenance & Grounds Employees	Dismissed 5-30-86 Failure to meet showing of interest.
R 86-029	5-27-86	Local 2665, Professional Firefighters of St. Louis County, International Association of Firefighters	City of Webster Groves		27 Firefighters	Stipulation 7-31-86 Union Certified 9-9-86

STATE BOARD OF MEDIATION

Case No.	Date Filed	Petitioner	Respondent	Incumbent/ Intervenor	Unit	Disposition
M 86-030	3-25-86	North Kansas City Federation of Teachers, Local 1309	Department of Education			Request for Mediation.
RD 86-031	6-11-86	Brad Keen	City of Lebanon	International Association of Firefighters, Local 2921	12 Firefighters	Stipulation 8-7-86 Union Decertified 8-28-86
UC 86-032 (Severance)	6-25-86	Teamsters, Local 245	City of Springfield	AFSCME, Local 1754	6 Health Rabies Control City Employees	Dismissed 7-28-86 Failure to meet showing of interest.

LITIGATION: FY 1986

Case No. & Title	Disposition
MNEA vs. State Board of Mediation and Belton School District Supreme Court No. 66634 (Public Case No. 81-015)	Decision: 9-10-85 Board's definition of confidential employee upheld. (Departs from labor nexus standard.)
Robert Baer, et al. vs. Civilian Personnel Division, St. Louis Police Officer's Association, et al. Western District Court of Appeals No. 37439	Decision: 8-18-86 Western District ruled to reinstate appellant's petition - State Board of Mediation is not necessary party.

DIVISION OF WORKERS' COMPENSATION

Administrative Scope and Function

The Division of Workers' Compensation is charged with the administration of the Missouri Workers' Compensation Law which has been in effect since November 2, 1926, when it was approved by a vote of the people at a referendum. It has as its jurisdiction the entire state with a population of more than 4,900,000 and as its primary function the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office, which is required to be in Jefferson City, this scope and function requires the use of branch offices for an efficient administration of the law in populous centers and those distant from the main office, and the use of traveling representatives who visit most of the counties outside of branch office jurisdictions.

The administrative officer of the Division is the director. He chooses the personnel, which, as far as practical, is bipartisan. He assigns the work and generally directs the affairs of the Division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the Division is currently made up of eighteen administrative law judges. Eight of them are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, and two to Jefferson City to travel to other parts of the state not taken care of by branch offices.

The Division's Administrative organization is designed to promote the amicable adjustment of cases among the parties to the end that a minimum of formal litigation becomes necessary. By the use of carefully planned letters and by the scheduling of informal and pre-hearing (pre-trial) conferences where the parties meet under the guidance of a legal advisor or judge, injured workers, employers and insurers, and attorneys are given every opportunity to adjust their differences without formal hearings. If these efforts fail, however, formal litigation is initiated, begun by claimant's filing a claim for compensation or by the employer or insurer requesting a hearing.

Work Review Report

REPORTS OF INJURIES

Work injuries reported in 1985 totaled 152,847. [1]Injuries in 1985 were more than those reported in the previous year by 18,254. The number of deaths reported in 1985 was 176 an increase of 22 from the figure for 1984.

Table 1 gives the number of reported injuries year by year, since the workers' compensation law became effective November 2, 1926. The grand total through December 31, 1985 is 5,636,175.

[1] Includes injuries occurring in prior years but reported in 1985.

TABLE 1
REPORTS OF INJURIES BY YEARS REPORTED
1926 - 1985

1926	690	1956	90,853
1927	90,158	1957	82,342
1928	93,442	1958	73,405
1929	104,151	1959	81,230
1930	93,452	1960	80,256
1931	69,452	1961	76,079
1932	50,759	1962	78,599
1933	49,223	1963	81,035
1934	53,013	1964	87,443
1935	58,720	1965	89,285
1936	76,868	1966	99,167
1937	78,687	1967	100,635
1938	57,321	1968	105,632
1939	66,034	1969	104,635
1940	71,299	1970	105,481
1941	100,574	1971	101,155
1942	116,928	1972	106,579
1943	116,143	1973	113,992
1944	112,939	1974	119,848
1945	100,584	1975	112,530
1946	101,846	1976	121,580
1947	109,813	1977	131,127
1948	107,782	1978	140,762
1949	91,167	1979	157,158
1950	91,620	1980	143,329
1951	96,259	1981	80,172
1952	100,762	1982	70,965
1953	98,713	1983	75,484
1954	90,142	1984	134,593
1955	89,436	1985	152,847
TOTAL			5,636,175

WORK VOLUME

There was an increase in injury reports in 1985 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received during 1985 was 10 percent, the same as in 1984.

The work volume of the Division of Workers' Compensation for 1985 is indicated by these statistics;

Receipt and processing of 152,847 reports of injuries.
Filing and processing of 15,479 claims for compensation.
Setting of 20,633 cases for formal hearing.
Setting of 25,107 cases for pre-trial conferences.
Holding of 536 formal hearings.
Holding of 31,933 informal conferences.
Entering of 454 awards.
Approval of 15,366 compromise settlements.
Formal dismissal of 2,745 claims for compensation.
Filing of 105,002 forms of acceptances of law and withdrawals of acceptances and the processing for such forms.

DIVISION OF WORKERS' COMPENSATION

EMPLOYER AND EMPLOYEE COVERAGE

There are two large categories of workers' compensation laws -compulsory and elective. The Missouri law was elective as to all, that is, any employee and any employer formerly could choose whether or not to work under its provisions. Some penalties attached to those automatically under the law who chose to reject it, but the right of election was nevertheless theirs. After August 13, 1978, only those employers with 4 or fewer employees may elect not to come under the Act unless engaged in a hazardous occupation.

Thus, many Missouri employers - and as a consequence their employees - are exempted from the operation of the workers' compensation law by reason of the number of workers in their employ by the filing of written acceptance of law by such employers, or by filing of memoranda of insurance coverage by carriers issuing policies of insurance to such exempted employers.

Effective August 13, 1978, the definition of major and minor employer was changed by the General Assembly to the effect that a major employer was one with more than four employees (formerly 7) regularly employed, and a minor employer one who has four or fewer (formerly 7) regularly employed.

During 1985 there were 104,938 filings of memorandum of insurance coverage (which form evidences initial insurance coverage, renewals, and/or cancellations of insurance).

SECOND INJURY FUND

The employment of the physically handicapped by Missouri employers, without an undue liability burden, was the aim of the adoption of the second injury fund provision of the Missouri Workers' Compensation Law, which amendment to the law became effective July 7, 1943. Under the change, employees who suffered total and permanent disability as a result of a second injury were to receive the same compensation as they would have theretofore been entitled to, but the employer's liability for the second injury was limited to that injury, taken alone, and liability for the rest of the compounded disability became that of the second injury fund. This principle was extended further by an amendment to the law effective August 29, 1955 which provided that the second injury fund would be liable for excess compounded liability resulting from subsequent permanent partial disability.

The second injury fund is authorized by the provisions of Section 287.220 RSMo, as amended from time to time. It is financed as provided for by Section 287.710 (effective August 29, 1955) and 287.715 (effective August 29, 1959). Originally, the fund depended on contributions from employers and insurers found due in no-dependency death cases and in cases of loss of eyes and limbs. Under the provisions of Section 287.710 as revised in 1971, two-tenths of the three percent premium assessment collected each year is credited to the fund, and under the provisions of Section 287.715 an assessment of one-half of one percent of total compensation (including medical) paid the previous calendar year by insurers and self-insurers is collected and credited to the fund.

During 1985 there was a total of 75 permanently and totally disabled workers receiving payments from the fund; during 1984 there were 60 on the roster. The total paid in this category for the year was $418,027.48.

The liability of the fund for compounded permanent partial disability, the results of subsequent injuries, totaled $3,695,792.30 in 1985, the payments going to 1,524 individuals.

Physical rehabilitation payments from the fund during 1985 totaled $280,887.06 in 532 cases.

Payments made under the medical and death section amounted to $31,300.46 for 7 cases during 1985.

Total paid from the fund during 1985 for all benefits was $4,426,007.30.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through December 31, 1985, was $24,747,359.84.

PHYSICAL REHABILITATION

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law that became effective October 9, 1951. The amendment provides for the physical rehabilitation of the seriously injured worker at the expense of the employer and insurer, and the payment of additional benefits as prescribed by statutes from the Second Injury Fund while he is actually receiving rehabilitation. This provision of the law is administered by the Division of Workers' Compensation.

The physical rehabilitation provision of the law has for it's purpose the restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman...". This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation, after inspection, to be duly qualified under the provisions of the law and the rules of the Division, if the injured worker is to receive the additional benefits from the Second Injury Fund.

The period of rehabilitation is limited to 20 weeks, unless by special order the Division finds it should be extended.

The plan calls for agreement of the parties as to physical rehabilitation, but if there is a dispute, either the employee or the employer may make application for an order for rehabilitation and be heard within ten days. An order either granting or denying the application must be made within ten days, and appeal from the decision of the Division may be taken to the courts as in other workers' compensation matters.

During 1985 the Division approved agreements in 401 physical rehabilitation cases (making a total of 5,584 since the effective date of the rehabilitation amendment to the law). As of January 1, 1985, the Division had 129 certified facilities. During the year 12 facilities were added and none revoked, leaving a total of 141 on the roster as of December 31, 1985.

SELF-INSURANCE

The Missouri Workers' Compensation law provides that an employer "may himself carry .... (compensation) liability without insurance upon satisfying the Division of his ability so to do," subject to rules and regulations effective January 1, 1954, as amended.

DIVISION OF WORKERS' COMPENSATION

During December of 1983 the self-insurers of Missouri had a total of 291,123 employees at a payroll of $704,330,073.50, while during December of 1984, the employees were 288,183 at a monthly payroll of $774,821,718.92.

On December 1, 1984 there were 231 qualified self-insurers, while on December 1, 1985, there were 218. During the period from November 30, 1984 to December 1, 1985, 32 self-insurers withdrew their authority or were terminated for noncompliance with the regulations, while 18 applicants were granted privilege to operate as self-insurers and 1 was reinstated.

During the period from November 30, 1984 to December 1, 1985, 18 new applications for authority to self-insure were received, with aggregate application fee remitted in the amount of $2,700.00; 15 of the new requests were granted, 1 application was retired for failure to complete, and 2 were pending for further information from the applicant.

Subject to rules and regulations effective July 1, 1982, private employers in the same industry, or bona-fide members of an association or organization that has been in existence for at least eight years, or public employers of the same type of unit could establish a group for self-insurance and pool liability. Nine qualified groups existed on December 1, 1985, with a total of 744 members consisting of businesses, schools, cities, counties, and colleges.

CRIME VICTIMS

The Division of Workers' Compensation is responsible for the administration of the Missouri Crime Victims' Compensation Law, (Chapter 595 Revised Missouri Statutes). This legislation was enacted in 1981 to assist victims of violent crimes who suffered actual physical injury as a direct result of the crime or in the case of a death of the victim, a dependent.

This act went into effect in three stages. (1) On October 1, 1981, the courts of Missouri began entering judgements of $26.00 against defendants who were given a sentence of imprisonment or a suspended imposition of sentence or placed under the supervision of the state board of probation and parole or any county parole officer after an adjudication of guilty or after imposition of sentence. (2) On July 1, 1982 the claims taking process began with applications for Crime Victims' Compensation being accepted for crimes which occurred on or after that date. (3) On January 1, 1983 the final stage allowed for the payment of claims to begin.

Since that date there have been two significant changes to the law. On August 13, 1984 the courts began assessing the $26.00 judgement against defendants found guilty of an alcohol related traffic offense. At this same time the victims of an alcohol related offense or vehicular manslaughter were eligible to file for compensation. On September 28, 1985 the judgement was raised from $26.00 to $36.00. At that time the residency requirement was also dropped so that any person that was the victim of a violent crime in the state of Missouri could file for compensation.

To be eligible for the compensation:

1) the crime must have occurred in Missouri

2) the crime must have been reported to the law enforcement agency within 48 hours

3) the victim or claimant must cooperate with law enforcement agency

4) the claim must be filed within one year of the crime

5) the claimant must have suffered an out of pocket expense of at least $200.00 or have lost two continuous weeks of earnings or support.

Fiscal Year	Applications Received	Compensation Paid Out	Number of Claims	Number of Claims Denied
1983	192	30,894.95	10	35
1984	446	602,431.83	179	126
1985	570	1,091,108.623	320	287
1986	666	1,002,362.71(S)*	288	182
		158,410.37(F)**	43	

* State Funds
** Federal Funds

ADMINISTRATION AND OPERATION

The Division receives no money from the state's general revenue. Cost of administration of the Missouri Workers' Compensation Law are paid from the Workers' Compensation Fund. The Fund is maintained through payments of annual three percent charge on net compensation insurance premiums and on hypothetical premiums of self-insurers (less two-tenths).

TABLE 2
STATEMENT OF EXPENSES FOR 1984

Month	Total	Personal Service	Expense & Equipment
January	$254,214.87	$230,806.56	$23,408.31
February	254,939.85	229,815.50	25,124.35
March	291,248.45	235,063.91	56,184.54
April	274,881.63	237,051.75	37,829.88
May	263,802.78	227,616.50	36,186.28
June	411,182.06	229,384.67	181,797.39
July	274,374.20	252,875.59	21,498.61
August	265,958.63	254,372.91	11,585.72
September	287,536.26	249,801.88	37,734.38
October	292,332.44	250,906.70	41,415.74
November	263,603.93	248,064.47	15,539.46
December	326,608.35	253,119.65	73,488.70
TOTAL	$3,460,683.45	$2,898,880.09	$561,803.36

DIVISION OF WORKERS' COMPENSATION

PART I

STATISTICAL REPORT

TABLE 1
INCIDENCE FREQUENCY BY AGE 1985

Under 21	15,176	30-34	21,006	45-49	8,960	60-64	3,406
21-24	23,159	35-39	15,849	50-54	7,506	65 & over	924
25-29	28,063	40-44	11,760	55-59	6,174	Unknown	10,995

TABLE 2
COST BY TYPE OF DISABILITY FOR ALL INCIDENCES FOR CALENDAR YEAR 1985
(As of July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	145,314	$22,078,114.65	$24,743,860.01	$46,821,974.66
*Temporary Disability	141,713	8,228,098.58	18,538,234.53	26,766,333.11
Perm. Partial Disability	3,504	13,781,379.84	6,194,664.96	19,976,044.80
**Death	97	68,636.23	10,960.52	79,596.75
OCCUPATIONAL DISEASES	6,560	432,657.46	744,839.65	1,177,497.11
*Temporary Disability	6,484	196,749.08	656,227.19	852,976.27
Perm. Partial Disability	59	231,908.38	88,612.46	320,520.84
**Death	17	4,000.00	0.00	4,000.00
Records Unknown	1,106	0.00	0.00	0.00
TOTAL	152,980	$22,510,772.11	$25,488,699.66	$47,999,471.77

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 3
1980 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	124,378	$67,846,728.03	$37,135,158.81	$104,981,886.84
*Temporary Disability	109,213	6,178,424.31	11,022,074.70	17,200,499.01
Perm. Partial Disability	15,069	60,817,455.02	26,032,258.03	86,849,713.05
Perm. Total Disability	3	91,151.17	1,767.41	92,918.58
**Death	93	759,697.53	79,058.67	838,756.20
OCCUPATIONAL DISEASES	5,820	1,078,063.55	675,239.67	1,753,303.22
*Temporary Disability	5,585	187,109.66	443,221.58	630,331.24
Perm. Partial Disability	223	822,304.26	- 232,018.09	1,054,322.35
**Death	12	68,649.63	0.00	68,649.63
Records Unknown	3,256	0.00	0.00	0.00
TOTAL	133,454	$68,924,791.58	$37,810,398.48	$106,735,190.06

*Includes all cases where medical expense was incurred. **Includes burial expenses.

DIVISION OF WORKERS' COMPENSATION

TABLE 4
1981 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	72,234	$75,914,577.51	$40,263,459.90	$116,178,037.41
*Temporary Disability	57,914	7,024,033.72	9,375,983.76	16,400,017.48
Perm. Partial Disability	14,219	67,358,301.68	30,501,935.82	97,860,237.50
Perm. Total Disability	5	329,146.72	257,285.20	586,431.92
**Death	96	1,203,095.39	128,255.12	1,331,350.51
OCCUPATIONAL DISEASES	2,577	1,551,640.77	619,272.58	2,170,913.35
*Temporary Disability	2,353	131,954.36	259,341.18	391,295.54
Perm. Partial Disability	210	1,192,686.42	359,931.40	1,552,617.82
**Death	14	226,999.99	0.00	226,999.99
Records Unknown	2,890	0.00	0.00	0.00
TOTAL	77,701	$77,466,218.28	$40,882,732.48	$118,348,950.76

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 5
1982 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	64,667	$76,695,978.11	$41,819,058.58	$118,515,036.69
*Temporary Disability	51,314	6,493,925.15	9,537,016.25	16,030,941.40
Perm. Partial Disability	13,314	69,045,224.54	32,214,260.36	101,259,484.90
**Death	76	1,156,828.42	67,781.97	1,224,610.39
OCCUPATIONAL DISEASES	2,425	1,376,469.73	547,597.49	1,924,067.22
*Temporary Disability	2,210	145,754.14	296,410.88	442,165.02
Perm. Partial Disability	202	1,107,463.59	228,955.29	1,336,418.88
**Death	13	123,252.00	22,231.32	145,483.32
Records Unknown	2,498	0.00	0.00	0.00
TOTAL	69,590	$78,072,447.84	$42,366,656.07	$120,439,103.91

*Includes all cases where medical expense was incurred. **Includes burial expenses.

TABLE 6
1983 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	77,274	$75,460,051.55	$43,529,877.95	$118,989,929.50
*Temporary Disability	64,760	8,101,251.81	12,731,876.17	20,833,127.98
Perm. Partial Disability	12,445	66,575,320.00	30,746,753.00	97,322,073.00
**Death	69	783,479.74	51,248.78	834,728.52
OCCUPATIONAL DISEASES	3,113	2,055,796.92	923,446.08	2,879,243.00
*Temporary Disability	2,864	181,014.79	428,884.23	609,899.02
Perm. Partial Disability	222	1,320,198.90	488,266.38	1,808,465.28
**Death	27	554,583.23	6,295.47	560,878.78
Records Unknown	1,525	0.00	0.00	0.00
TOTAL	81,912	$77,515,848.47	$44,453,324.03	$121,969,172.50

*Includes all cases where medical expense was incurred. **Includes burial expenses.

DIVISION OF WORKERS' COMPENSATION

TABLE 7
1984 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1986)

Type	Number of Incidences	Compensation	Medical	Total
ACCIDENTAL INJURIES	130,875	$60,235,954.97	$39,492,470.34	$99,728,425.31
*Temporary Disability	121,096	9,327,751.05	18,500,260.25	27,828,011.30
Perm. Partial Disability	9,695	50,197,904.73	20,894,024.16	71,091,928.89
**Death	84	710,299.19	98,185.93	808,485.12
OCCUPATIONAL DISEASES	5,636	1,147,019.74	834,888.81	1,981,908.55
*Temporary Disability	5,453	236,424.53	600,525.16	836,949.69
Perm. Partial Disability	161	800,657.44	234,363.65	1,035,021.09
**Death	22	109,937.77	0.00	109,937.77
Records Unknown	1,431	0.00	0.00	0.00
TOTAL	137,942	$61,382,974.71	$40,327,359.15	$101,710,333.86

*Includes all cases where medical expense was incurred. **Includes burial expenses.

PART II
WORK INJURY ANALYSIS

TABLE 1: ACCIDENTS AND DISEASES BY SEVERITY FOR 1985

Industry	Fatalities	Disabling Cases	Medical Treatment And First Aid	Others	Total
Agriculture	0	507	683	14	1,204
Mining	3	188	657	7	855
Contract Construction	19	4,878	9,376	82	14,355
Manufacturing	11	12,200	35,678	268	48,157
Transportation	29	5,327	7,370	163	12,889
Trade	28	11,006	24,023	210	35,267
Finance, Insurance Real Estate	5	812	1,823	25	2,665
Services	10	9,781	19,296	234	29,321
Government	9	2,493	4,446	58	7,006
Others	0	216	628	417	1,261
Total	114	47,408	103,980	1,478	152,980

TABLE 2: ACCIDENTS AND DISEASES BY TYPE OF 1985[1]

Industry	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	Others	Unclassified	Total
Agriculture	395	173	128	177	16	78	5	23	175	34	1,204
Mining	243	104	70	118	35	96	2	8	157	22	855
Contract Const.	5,110	2,160	821	2,001	338	532	50	124	2,971	248	14,355
Manufacturing	15,920	4,154	5,402	9,327	1,100	2,607	97	237	8,250	1,063	48,157
Transportation	3,224	2,317	974	2,549	150	595	31	858	1,926	265	12,889
Trade	13,168	5,216	2,858	5,450	1,905	1,115	62	490	4,448	555	35,267
Fin. Ins. Rl. Est.	744	627	219	402	37	163	4	78	342	49	2,665
Services	9,171	5,238	1,973	6,046	749	1,707	54	419	3,441	523	29,321
Government	1,926	1,298	465	986	157	527	20	424	985	218	7,006
Others	227	77	52	131	21	38	3	7	77	628	1,261
Total	50,128	21,364	12,962	27,187	4,508	7,458	328	2,668	22,772	3,605	152,980

[1] The Accident type classification identifies the event which directly resulted in injury:
A-T Struck against or by
B-T Fall or slip
C-T Caught in, under or between
D-T Overexertion or strain
E-T Temperature extremes
F-T Inhalation, ingestion, absorption
G-T Electric current
H-T Motor vehicle accident

DIVISION OF WORKERS' COMPENSATION

TABLE 3: ACCIDENTS AND DISEASES BY SOURCE FOR 1985[1]

Industry	A—S	B—S	C—S	D—S	E—S	F—S	G—S	H—S	I—S	Other	Unclassified	Total
Agriculture	57	145	63	147	30	72	69	110	68	443	0	1,204
Mining	36	75	55	82	46	39	32	189	11	290	0	855
Contract Const.	458	1,441	676	1,678	455	469	494	3,762	863	4,059	0	14,355
Manufacturing	4,485	4,117	2,315	3,263	2,389	1,918	4,886	10,386	2,087	12,311	0	48,147
Transporation	168	556	988	1,844	323	2,381	1,559	1,353	269	3,448	0	12,889
Trade	2,264	3,709	1,602	4,305	1,323	2,307	4,863	3,990	1,020	9,884	0	35,267
Fin. Ins. Rl. Est.	113	191	149	558	102	179	243	200	44	886	0	2,665
Services	879	2,199	1,694	4,656	1,317	1,365	2,045	2,077	342	12,747	0	29,321
Government	188	409	515	1,128	189	829	257	627	140	2,724	0	7,006
Others	50	60	27	58	24	25	69	101	25	221	601	1,261
Total	8,698	12,902	8,084	17,719	6,198	9,584	14,517	22,795	4,869	47,013	601	152,980

[1] The source of injury classification identifies object, substance, exposure or bodily motion which directly produced or inflicted the injury:

A—S Machines
B—S Hand tools
C—S Bodily motion
D—S Working surfaces
E—S Chemicals, heat, heating equip.
F—S Vehicle
G—S Boxes, barrels, containers, packages, (empty or full)
H—S Metal items
I—S Wood items

TABLE 4: ACCIDENTS AND DISEASES BY NATURE FOR 1985[1]

Industry	A—N	B—N	C—N	D—N	E—N	F—N	G—N	H—N	Other Injury	Other Illness	Unclassified	Total
Agriculture	6	343	309	155	81	19	71	111	38	11	60	1,203
Mining	5	240	124	155	53	35	87	99	25	6	26	855
Contract Const.	43	3,711	3,767	1,852	982	321	358	2,108	480	91	642	14,355
Manufacturing	154	14,079	12,290	6,286	1,859	1,067	1,760	5,089	1,438	791	1,444	43,157
Transportation	21	5,084	1,803	2,392	751	126	452	827	551	184	698	12,889
Trade	68	9,696	10,112	6,205	1,564	1,879	615	2,192	1,120	251	1,565	35,267
Fin. Ins. Rl. Est.	5	846	540	516	173	35	119	169	109	21	132	2,665
Services	36	10,292	5,570	5,609	1,274	718	950	1,762	1,290	336	1,484	29,321
Government	10	2,327	1,247	1,213	310	137	440	503	331	72	516	7,006
Others	1	205	159	107	29	24	28	48	22	7	631	1,261
Total	349	46,823	35,721	26,490	7,076	4,361	4,880	12,908	5,404	1,770	7,198	152,980

[1] The nature of injury classification identifies the injury in terms of its principal physical characteristics.

A—N Amputation or enucleation
B—N Strain, sprain, dislocation or hernia
C—N Cut, laceration, puncture
D—N Contusion, crushing, bruise
E—N Fracture
F—N Burn or scald
G—N Dermatitis, poisoning, pneumoconiosis, radiation effects
H—N Scratches, abrasions

TABLE 5: ACCIDENTS AND DISEASES BY AFFECTED PART FOR 1985[1]

Industry	A—P	B—P	C—P	D—P	E—P	F—P	G—P	Other	Unclassified	Total
Agriculture	78	127	181	164	102	168	251	113	20	1,204
Mining	56	110	110	94	85	125	145	122	8	855
Contract Const.	1,009	2,435	2,207	1,995	1,063	1,751	2,783	975	137	14,355
Manufacturing	2,651	5,712	9,177	10,652	4,093	5,849	6,744	2,804	475	48,157
Transportation	1,071	859	1,636	1,232	1,446	2,130	2,622	1,714	179	12,889
Trade	2,310	2,603	6,482	7,795	2,778	4,476	5,958	2,462	403	35,267
Fin. Ins. Rl. Est.	182	192	358	418	234	317	581	351	33	2,665
Services	2,046	1,787	4,477	4,490	2,722	4,549	5,447	3,231	572	29,321
Government	488	468	1,011	714	628	899	1,507	1,165	126	7,006
Others	41	49	106	114	57	106	112	62	614	1,261
Total	9,932	14,341	25,745	27,668	13,208	20,370	26,150	12,999	2,567	152,980

[1] The classification identifies the part of body directly affected:

A—P Head, neck
B—P Eye(s)
C—P Upper extremities
D—P Finger(s)
E—P Trunk
F—P Back
G—P Lower extremities

DIVISION OF WORKERS' COMPENSATION

TABLE 6A: COST DATA BY INJURY CATEGORY FOR 1985

Type of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	152,980	$22,510,722.11	$25,488,699.66	$47,999,471.77
A—T	50,128	4,090,598.30	6,331,455.34	10,422,052.64
B—T	21,361	5,558,435.84	4,869,338.85	10,427,774.69
C—T	12,962	2,218,160.24	2,103,625.19	4,321,785.43
D—T	27,187	5,710,192.37	6,309,435.12	12,019,627.49
E—T	4,508	363,662.01	575,459.77	939,121.78
F—T	7,458	181,291.57	640,633.73	821,925.30
G—T	328	77,025.06	139,810.37	216,835.43
H—T	2,668	933,403.68	806,977.72	1,740,381.40
Other	26,380	3,378,004.04	3,711,963.57	7,089,967.61

[1] See Table 2 for Type of Injury Classification.

TABLE 6B: COST DATA BY INJURY CATEGORY FOR 1985

Source of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	152,980	$22,510,772.11	$25,488,699.66	$47,999,471.77
A—S	8,698	1,690,478.35	1,607,257.78	3,297,736.13
B—S	12,902	1,071,160.13	1,659,074.29	2,730,234.42
C—S	8,084	1,550,906.25	1,630,563.40	3,181,469.65
D—S	17,719	4,813,602.17	4,233,553.85	9,047,156.02
E—S	6,198	260,190.97	672,129.69	932,320.66
F—S	9,564	2,057,331.07	1,947,862.44	4,005,193.51
G—S	14,517	2,231,165.57	2,643,078.27	4,874,243.84
H—S	22,795	2,178,164.43	3,146,340.17	5,324,504.60
I—S	4,869	637,498.89	731,504.40	1,369,002.29
Other	47,614	6,020,275.28	7,217,335.37	13,237,610.65

[1] See Table 3 for Source of Injury Classification.

TABLE 6C: COST DATA BY INJURY CATEGORY FOR 1985

Nature of Injury[1]	Number of Cases	Compensation	Medical	Total
TOTAL	152,980	$22,510,772.11	$25,488,699.66	$47,999,471.77
A—N	349	504,957.65	251,418.12	756,375.77
B—N	46,823	9,663,282.54	10,227,484.48	19,890,767.02
C—N	35,721	2,432,901.24	4,314,802.78	6,747,704.02
D—N	26,490	2,376,346.89	3,378,730.91	5,755,077.80
E—N	7,076	3,403,765.31	2,319,903.93	5,723,669.24
F—N	4,361	386,224.17	623,270.94	1,009,495.11
G—N	4,880	90,122.27	411,018.71	501,140.98
H—N	12,908	189,686.301,	1,025,840.72	1,215,527.02
Other	14,372	3,463,485.74	2,936,229.07	6,399,714.81

[1] See Table 4 for Nature of Injury Classification.

DIVISION OF WORKERS' COMPENSATION

TABLE 6D: COST DATA BY INJURY CATEGORY FOR 1985

Body Part[1]	Number of Cases	Compensation	Medical	Total
TOTAL	152,980	$22,510,772.11	$25,488,699.66	$47,999,471.77
A—P	9,932	786,401.62	1,484,014.86	2,270,416.48
B—P	14,341	170,569.37	1,061,289.45	1,231,858.82
C—P	25,745	3,323,828.74	3,517,476.12	6,841,304.86
D—P	27,668	2,775,031.73	3,451,760.17	6,226,791.90
E—P	13,208	2,636,824.23	3,383,630.22	6,020,454.45
F—P	20,370	5,027,468.95	4,831,554.26	9,859,023.21
G—P	26,150	4,156,272.36	4,416,784.57	8,573,056.93
Other	15,566	3,634,375.11	3,342,190.01	6,976,565.12

[1] See Table 5 for Part of Body Classification.

TABLE 7: TYPE OF INJURY BY TYPE FOR 1985

Type of Case[1]	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	Others	Unclassified	Total
Temporary Total	49,057	20,567	12,394	26,535	4,370	7,394	309	2,489	2,329	22,380	147,824
Permanent Partial	973	685	546	516	127	32	10	117	277	280	3,563
Fatalities	16	11	9	3	0	6	9	27	15	18	114
Others	82	98	13	133	11	26	0	35	984	97	1,479
Total	50,128	21,361	12,962	27,187	4,508	7,458	328	2,668	3,605	22,775	152,980

[1] See Table 2 for Type of Injury Classification.

TABLE 8: SOURCE OF INJURY BY TYPE FOR 1985

Source of Injury[1]	A—S	B—S	C—S	D—S	E—S	F—S	G—S	H—S	I—S	Other	Unclassified	Total
Temporary Total	8,276	12,620	7,853	17,031	6,111	9,188	14,195	22,368	4,792	45,392	0	147,824
Permanent Partial	402	270	187	593	56	292	263	390	71	842	197	3,563
Fatalities	5	1	0	10	6	42	2	11	1	36	0	114
Others	15	11	44	85	25	62	57	28	5	743	404	1,479
Total	8,698	12,902	8,084	17,719	6,198	9,584	14,517	22,795	4,869	47,013	601	152,980

[1] See Table 3 for Source of Injury Classification.

TABLE 9: NATURE OF INJURY BY TYPE FOR 1985

Nature of Injury[1]	A—N	B—N	C—N	D—N	E—N	F—N	G—N	H—N	Other Injury	Other Illness	Unclassified	Total
Temporary Total	226	45,617	34,972	26,061	6,429	4,226	4,835	12,829	5,136	1,649	5,844	147,824
Permanent Partial	121	991	707	381	597	126	15	37	148	44	396	3,563
Fatalities	0	1	10	0	2	1	2	3	71	15	9	114
Others	2	214	32	48	48	8	28	39	49	62	949	1,479
Total	349	46,823	35,721	26,490	7,076	4,361	4,880	12,908	5,404	1,770	7,198	152,980

[1] See Table 4 for Nature of Injury Classification.

DIVISION OF WORKERS' COMPENSATION

TABLE 10: PART OF BODY AFFECTED BY TYPE FOR 1985

Part of Body[1]	A—P	B—P	C—P	D—P	E—P	F—P	G—P	Other	Unclassified	Total
Temporary Total	9,541	14,311	25,158	26,802	12,885	19,776	25,488	12,462	1,401	147,824
Permanent Partial	321	22	531	849	221	499	575	315	230	3,563
Fatalities	11	0	0	0	3	0	0	94	6	114
Others	59	8	56	16	99	95	87	129	930	1,479
Total	9,932	14,341	25,745	27,668	13,208	20,370	26,150	12,999	2,567	152,980

[1] See Table 5 for Part of Body Classification.

TABLE 11
COST BY INDUSTRY AND TYPE OF DISABILITY FOR 1985

Industry	Compensation	Medical	Total
Agriculture	$ 251,104.96	$ 262,712.59	$ 513,817.55
TT	100,673.03	168,763.10	269,436.13
PP	150,431.93	90,583.85	241,015.78
Other	0.00	3,365.64	3,365.64
Mining	115,361.52	161,101.46	276,462.98
TT	54,614.04	130,026.48	184,640.52
PP	60,747.48	31,024.98	91,772.46
Other	0.00	50.00	50.00
Contract Const.	3,089,203.34	2,870,900.11	5,960,103.45
TT	981,668.16	2,050,313.21	3,031,981.37
PP	2,003,485.07	813,030.84	2,896,515.91
Other	24,050.11	7,556.06	31,606.17
Manufacturing	6,425,889.92	7,347,303.08	13,773,193.00
TT	2,526,642.25	5,515,188.41	8,041,830.66
PP	3,888,046.07	1,817,679.54	5,705,725.61
Other	11,201.60	14,435.13	25,636.73
Transportation	2,594,832.65	2,550,836.73	5,145,669.38
TT	1,291,807.76	1,993,622.64	3,285,630.40
PP	1,277,070.53	542,928.68	1,819,999.21
Other	25,954.36	14,085.41	40,039.77
Trade	4,086,596.77	5,501,510.62	9,588,007.39
TT	1,520,539.25	4,251,907.36	5,772,246.61
PP	2,545,931.31	1,241,114.28	3,787,045.59
Other	20,126.21	8,688.98	28,815.19

Industry	Compensation	Medical	Total
Fin., Ins., Rl. Est.	$ 342,439.69	$ 495,955.35	$ 838,395.24
TT	92,386.88	345,387.99	437,774.87
PP	248,053.01	150,332.36	398,385.37
Other	2,000.00	235.00	2,235.00
Services	3,500,426.24	4,719,620.72	8,220,046.96
TT	1,312,003.51	3,638,983.49	4,950,987.00
PP	2,182,635.40	1,068,195.79	3,250,831.19
Other	5,787.33	12,441.44	18,228.77
Government	985,915.48	991,997.24	1,977,912.72
TT	367,157.62	731,632.33	1,090,789.95
PP	615,665.71	258,912.10	874,577.89
Other	3,092.15	1,452.73	4,544.08
All Others	1,119,001.34	586,761.76	1,705,763.10
TT	75,011.04	190,955.39	265,966.43
PP	961,221.71	269,474.92	1,230,696.63
Other	82,768.59	126,331.45	209,100.04
Grand Total	22,510,772.11	25,488,699.66	47,999,471.77
TT	8,322,503.54	19,016,780.40	27,339,283.94
PP	14,013,288.22	6,203,277.42	20,296,565.64
Other	174,980.35	188,641.84	363,622.19

TT - Temporary Total
PP - Permanent Partial
Other - Temporary Partial, Permanent Total, Fatalities and Records Unknown

DIVISION OF WORKERS' COMPENSATION

TABLE 12
COST BY TYPE OF DISABILITY BY COUNTY FOR 1985

County	Temporary Total	Permanent Partial	Fatalities	Other
Adair	$ 88,643.16	$20,835.51	$ 0.00	$ 0.00
Andrew	11,001.76	41,187.76	0.00	0.00
Atchison	9,340.30	15,915.99	0.00	0.00
Audrain	134,829.02	71,567.23	0.00	0.00
Barry	110,183.45	95,366.11	0.00	0.00
Barton	50,675.99	89,798.32	0.00	0.00
Bates	41,470.00	81,716.59	0.00	0.00
Benton	17,894.02	8,455.84	0.00	350.00
Bollinger	9,675.89	0.00	0.00	0.00
Boone	525,905.20	348,154.27	0.00	0.00
Buchanan	594,659.35	776,861.23	2,000.00	1,874.23
Butler	171,585.60	123,947.68	0.00	350.00
Caldwell	6,052.83	0.00	0.00	0.00
Callaway	163,596.91	86,287.46	0.00	0.00
Camden	160,867.71	86,044.69	0.00	3,633.99
Cape Girardeau	269,609.89	318,948.62	0.00	0.00
Carroll	17,931.49	63,186.22	0.00	0.00
Carter	16,140.53	12,318.30	0.00	0.00
Cass	114,980.33	105,749.15	0.00	250.00
Cedar	27,352.45	10,357.19	0.00	270.00
Chariton	28,608.51	4,484.11	0.00	0.00
Christian	44,623.65	77,554.98	0.00	0.00
Clark	16,808.15	77.14	0.00	0.00
Clay	881,776.65	606,541.48	2,331.00	1,244.15
Clinton	24,364.79	57,437.19	2,000.00	0.00
Cole	294,705.62	154,967.75	0.00	0.00
Cooper	80,972.03	19,253.68	0.00	0.00
Crawford	40,740.37	22,754.50	0.00	0.00
Dade	12,547.68	8,242.70	0.00	0.00
Dallas	17,582.13	932.00	0.00	0.00
Daviess	7,852.89	11,518.12	0.00	0.00
DeKalb	13,504.40	11,484.97	0.00	0.00
Dent	28,278.93	31,160.33	0.00	0.00
Douglas	24,019.15	43,821.31	0.00	0.00
Dunklin	100,582.05	141,656.87	0.00	0.00
Franklin	487,602.39	79,313.97	0.00	134.00
Gasconade	79,934.51	6,691.52	0.00	0.00
Gentry	15,582.80	4,475.63	0.00	0.00
Greene	1,226,019.78	1,279,345.92	4,686.85	390.00
Grundy	29,284.41	996.45	0.00	0.00
Harrison	17,389.05	4,888.11	0.00	0.00
Henry	75,457.77	109,807.26	0.00	0.00
Hickory	4,848.70	2,848.12	0.00	0.00
Holt	13,424.92	22,998.34	0.00	0.00
Howard	24,803.11	9,726.28	0.00	0.00
Howell	180,631.23	96,113.12	0.00	0.00
Iron	60,139.73	17,890.41	0.00	0.00
Jackson	4,221,992.19	4,747,262.83	36,715.23	4,482.76
Jasper	827,363.75	530,522.84	0.00	0.00
Jefferson	469,106.66	82,752.63	2,000.00	3,150.00
Johnson	59,611.52	95,997.74	0.00	0.00
Knox	15,609.61	0.00	— 0.00	0.00
Laclede	97,202.11	94,401.17	0.00	2,794.00
Lafayette	138,146.45	91,567.98	0.00	0.00
Lawrence	113,924.45	137,209.03	2,000.00	0.00
Lewis	43,305.54	1,127.00	0.00	0.00
Lincoln	51,989.46	12,995.52	0.00	0.00
Linn	39,712.96	20,155.04	0.00	0.00
Livingston	74,421.09	20,001.21	0.00	0.00
McDonald	$ 54,764.85	$ 19,929.44	$ 0.00	$ 0.00
Macon	80,328.80	40,568.53	0.00	0.00
Madison	52,544.68	23,098.28	0.00	0.00
Maries	9,639.52	6,631.66	0.00	0.00
Marion	112,406.67	38,746.07	0.00	0.00
Mercer	8,685.50	0.00	0.00	0.00
Miller	58,969.35	52,495.64	0.00	0.00
Mississippi	50,376.44	74,949.57	0.00	0.00
Moniteau	27,042.51	1,970.33	0.00	0.00
Monroe	37,645.56	9,608.49	0.00	0.00
Montgomery	35,764.73	23,442.77	0.00	0.00
Morgan	32,540.61	30,021.93	0.00	0.00
New Madrid	97,416.29	223,893.91	2,000.00	100.00
Newton	280,219.66	25,561.73	50.00	0.00
Nodaway	46,086.12	43,392.24	0.00	0.00
Oregon	16,632.40	0.00	0.00	0.00
Osage	26,255.86	27,185.33	0.00	0.00
Ozark	17,660.97	15,626.29	0.00	32.89
Pemiscot	79,076.87	117,364.73	0.00	0.00
Perry	61,038.84	28,114.29	0.00	0.00
Pettis	183,559.29	165,960.93	2,000.00	582.06
Phelps	87,436.10	70,029.93	0.00	0.00
Pike	54,771.82	5,800.00	0.00	0.00
Platte	174,668.20	169,691.60	2,000.00	256.00
Polk	39,273.64	23,758.69	0.00	0.00
Pulaski	63,202.43	24,826.49	0.00	0.00
Putnam	12,492.32	2,561.25	0.00	0.00
Ralls	13,486.56	0.00	0.00	0.00
Randolph	148,356.37	67,348.70	0.00	50.00
Ray	74,352.84	97,289.44	0.00	0.00
Reynolds	15,652.50	6,099.41	0.00	0.00
Ripley	19,114.02	17,718.54	0.00	0.00
St. Charles	719,473.78	393,829.51	0.00	931.57
St. Clair	23,710.20	4,940.46	0.00	0.00
Ste. Genevieve	76,219.17	42,725.20	0.00	0.00
St. Francois	182,473.41	128,255.90	0.00	0.00
St. Louis City	2,620,483.72	1,045,302.10	2,125.00	9,370.24
St. Louis County	6,610,907.77	3,192,075.89	0.00	14,396.93
Saline	219,270.12	137,412.38	0.00	68.00
Schuyler	4,070.56	0.00	0.00	0.00
Scotland	13,829.96	11,935.69	0.00	0.00
Scott	174,040.02	173,993.24	0.00	3,282.30
Shannon	18,924.10	78,179.37	0.00	2.00
Shelby	20,769.53	0.00	0.00	0.00
Stoddard	79,371.75	184,882.76	0.00	0.00
Stone	41,410.92	42,330.76	0.00	0.00
Sullivan	18,540.37	35,366.37	0.00	370.00
Taney	106,964.31	106,289.32	0.00	0.00
Texas	93,969.60	25,928.18	0.00	0.00
Vernon	88,746.94	44,283.41	0.00	0.00
Warren	166,202.40	63,514.29	0.00	0.00
Washington	63,902.66	28,451.84	0.00	0.00
Wayne	28,253.07	17,826.77	— 0.00	0.00
Webster	37,448.87	22,055.82	0.00	0.00
Worth	2,702.41	0.00	0.00	0.00
Wright	44,143.34	11,812.53	0.00	0.00
Out-of-State	1,285,027.39	2,025,804.23	23,688.67	231,288.32
TOTAL	$27,339,283.94	$20,296,565.64	$83,596.75	$280,016.44

MISSOURI COMMISSION ON HUMAN RIGHTS

The Missouri Commission on Human Rights enforces Missouri's anti-discriminatory practices statutes. These statutes protect the classes of race, creed, color, religion, national origin, ancestry, sex and physical or mental handicap from discrimination in housing, employment, and public accommondations.

The commission was created by the 69th General Assembly in 1957, then made a permanent agency in 1959. The commission consists of eleven members. At least one from each of Missouri's nine congressional districts and one member appointed at large as chairperson. Commissioners are nominated by the director of the Department of Labor and Industrial Relations appointed by the Governor, and confirmed by the Senate. They serve without compensation for a 3 year term.

The functions of the commission are to cooperate with other organizations to discourage discrimination, to conduct research projects, to make studies and public reports on discrimination in Missouri, to receive and investigate complaints of discrimination, to recommend ways of eliminating injustice, to hold public hearings and to encourage fair treatment for all persons. The commission has the power to order affirmative relief to eliminate discrimination if found after a public hearing is held.

In 1961 the Fair Employment Practices Act was passed. The General Assembly passed a comprehensive Public Accommodations Act and extended the Fair Employment Practices Act in 1965. Enactment of the Fair Housing Practices Law by the General Assembly occurred in 1972. In 1978, the classes of physical and mental handicap were added to the statutes and statutory authorization for the use of hearing examiners during the public hearing process was passed by the Missouri General Assembly.

ANTI-DISCRIMINATION LAWS

During the Second Regular Session of the 83rd General Assembly Senate Bill 513 was passed and signed by Governor John Ashcroft.

The new law places all responsibilities and authority concerning anti-discrimination under Chapter 213 RSMo. Chapter 213 will provide the same protections for alleged acts of discrimination in housing, public accommodations and employment as previously covered; plus the addition of alleged acts of age discrimination in employment.

Chapter 213 became effective on August 13, 1986 and will protect the classes of race, color, sex, national origin, ancestry, physical or mental handicap and age in employment.

COMPLAINT AND ENFORCEMENT PROCEDURE

Any person claiming to be aggrieved by an unlawful discriminatory practice may file a written complaint with the commission. The complaint must name the person or business alleged to have committed the unlawful act and describe the unlawful conduct. In addition, the complaint must be signed and notarized.

After the filing of any complaint, the executive director of the commission shall make, with the assistance of the commission's staff, a prompt investigation in connection therewith, and if the director determines after such investigation that probable cause exists for crediting the allegations of the complaint, the director shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation, and persuasion.

In case of failure to eliminate the discriminatory practice by conciliation, the chairperson of the commission may order a public hearing to be held before a panel of at least three members of the commission sitting as the commission or before a hearing examiner licensed to practice law in the state of Missouri, who shall be appointed by the executive director and commission. The complaint is presented at a hearing by the Office of the Attorney General.

The objective of the hearing process is to make a finding of fact, conclusions of law, and determine if the defendant/respondent has committed an unlawful discriminatory practice. If the commission finds that an unlawful discriminatory practice has occurred, it may order the respondent to cease and disist such unlawful acts and to take affirmative steps as the commission deems appropriate. If the commission finds in favor of the respondent after hearing all the evidence, the complaint is dismissed.

Either party has the right to appeal the commission's order to the Missouri circuit courts within thirty (30) days. If no proceeding for review is instituted, the commission may obtain a court order for enforcement of its decision. If an appeal to the court is made, the Attorney General becomes counsel for the Missouri Commission on Human Rights in the court proceeding. A case may be appealed through the Missouri courts up to the State Supreme Court.

Total Cases Received by Year and Statute

Fiscal Year	[1]Statute	[2]MCHR	[3]Dual Filed
1986	EMP	612	1482
	PA	20	
	HOUSING	9	
	TOTAL	641	1482
1985	EMP	593	1711
	PA	32	
	HOUSING	21	
	TOTAL	646	1711
1984	EMP	659	2291
	PA	29	
	HOUSING	22	
	TOTAL	710	2291

[1]EMP — Fair Employment Practices RSMo 296
PA — Public Accommodations RSMo 314
HOUSING — Fair Housing RSMo 213

[2]MCHR — Missouri Commission on Human Rights

[3]DUAL FILING — During the first part of April 1978, the Equal Employment Opportunity Commission and MCHR began a new procedure of dual filing cases, instead of deferral process. This means that employment complaints meeting the requirements of Title VII, filed with MCHR are automatically filed with both agencies merely by filing with one.

The above chart illustrates the number of complaints filed with MCHR by statute for the past three (3) years. It also shows the total number of complaints that have been **dual filed** with the U.S. Equal Employment Opportunity Commission (EEOC) and MCHR.

Since EEOC only has responsibility for employment discrimination the 1,482 cases under the **dual filed** column reflect the number of employment cases filed in Missouri that MCHR would be responsible for processing if there were no EEOC, or if MCHR and EEOC did not have a worksharing relationship.

In addition to the **dual filed** column EEOC received additional employment complants alleging age discrimination and in categories of employment, public accommodations and housing the eleven (11) local agenices operating in Missouri received and processed a considerable number of complaints. Essentially it is important to note that local civil rights agencies receive and process complaints of alleged discrimination because their efforts relieve a substantial burden that would otherwise be placed on

MISSOURI COMMISSION ON HUMAN RIGHTS

MCHR. However, local agency's authority is usually limited to city or county boundaries.

A breakdown of the above chart reflects employment complaints continue to consume the largest portion of MCHR's workload:

Employment Complaints	95.5%
Pulbic Accommodations Complaints	3.1%
Housing Complaints	1.4%

Total Complaints Received in Employment, Public Accommodations, and Housing Discrimination by Complaint Classification and Year

Classification	Number	Percent
Fiscal Year 1986		
Race	293	38.7
Race Association	1	.1
Sex	152	20.0
Sexual Harassment	29	3.8
Religion	9	1.2
National Origin	13	1.7
Ancestry	3	.4
Handicap	191	25.2
Retaliation	64	8.4
Unknown/Other	4	.5
TOTAL	759	100.0
Fiscal Year 1985		
Race	299	38.5
Race Association	10	1.3
Sex	158	20.3
Sexual Harassment	29	3.7
Religion	10	1.3
National Origin	15	1.9
Ancestry	1	.1
Handicap	180	23.2
Retaliation	70	9.0
Unknown/Other	5	.7
TOTAL	777	100.0
Fiscal Year 1984		
Race	361	42.9
Race Association	4	.5
Sex	166	19.7
Sexual Harassment	30	3.6
Religion	13	1.5
National Origin	19	2.2
Ancestry	5	.6
Handicap	143	17.0
Retaliation	71	8.4
Unknown/Other	30	365
TOTAL	842	100.0

* Totals will not match total of cases received, due to the fact that some cases are filed in more than one category.

The above chart reflects complaints filed by classification (protected class) for a three (3) year period.

The chart clearly shows that alleged race discrimination remains the largest class of complaints received by MCHR. However, when comparing FY 1984 filings to FY 1986 filings complaints alleging discrimination based on handicap have increased by 8.2%. The increase in handicap complaints is important to note since they are often more difficult to handle and because the processing of these cases rely totally on general revenue supported resources.

Disposition During Fiscal Year 1985

Disposition	EMP	PA	Housing	Total	Percent
Investigations					
Negotiated Settlement	73	2	3	78	9.6
No Probable Cause	340	11	5	356	43.5
No Jurisdiction	44	2	0	46	5.6
Unable to Locate	22	2	1	25	3.1
Withdrawn	119	2	1	122	14.9
Withdrawn/Settled	25	2	0	27	3.3
Administrative Closure	17	1	0	18	2.2
Admin. Closure/ Settled	0	0	0	0	0
Failure to Cooperate	29	0	2	31	3.8
Probable Cause	51	2	0	53	6.5
Conciliation					
Conciliated	8	0	2	10	1.2
Administrative Closure	10	0	1	11	1.4
Withdrawn	1	0	1	1	.1
Hearings					
Hearing Panel Order	21	1	0	22	2.7
Pre-hearing Settlement	7	0	1	8	1.0
Admin. Closure/ Settled	1	0	0	1	.1
Withdrawn	8		8	1.0	
TOTAL	776	25	16	817	100.0

The disposition chart (above) reflects the types of closures/ decisions rendered as a result of investigation, conciliation and public hearing.

An analysis of cases closed shows that MCHR continues to close more complaints than received which is important in terms of reducing the ongoing workload. However, at the end of the fiscal year there were: **625 complaints pending investigation; 36 complaints pending conciliation; and 54 complaints pending public hearing.**

The pending workload is important to note since it does make it extremely difficult for MCHR to address complaints of alleged discrimination as quickly as desired. While there are many factors contributing to MCHR's workload difficulties, we have found that a high turnover rate among investigators (approximately 35% during FY 1986) has had a substantial impact on complaint processing.

In addition to the **817 determinations** rendered by the MCHR complanint process **849 complaints** were closed by MCHR **based on EEOC's determinations.** The significance of noting cases closed based on EEOC determinations plus MCHR determinations is to illustrate that over **1,600** employment complaints were closed without MCHR and EEOC duplicating each other's efforts. The resulting effect is a substantial cost savings to Missourians.

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

In 1947, President Harry S Truman by Executive Order established the President's Committee on Employment of the Handicapped. This Federal Agency was created to meet the job needs and provide employment initiatives and opportunities for the disabled veterans of World War II. One of the pressing needs was a network of volunteer units that would disseminate information about employment, housing, transportation, medical and other problems faced by those with disabling conditions. During two years of intense work by the staff of the President's Committee, this network of state agencies was created and Missouri established a Governor's Committee on Employment of the Handicapped. This agency became Missouri's link in this information and advocacy system.

ORGANIZATION

The Governor's Committee on Employment of the Handicapped is an appointive body of 26 Missouri citizens who represent business and industry, labor, state agencies, veterans, medical, health, welfare, education and religious groups and organizations for and of the disabled. The Governor, advised by the Director of the Department of Labor and Industrial Relations (DOLIR) appoints the chairperson. The 25 members at large are appointed by the Director of the Department of Labor and Industrial Relations.

The Governor's Committee on Employment of the Handicapped has a staff of six. The Executive Secretary is the principal administrative officer and has the responsibility of maintaining an ongoing daily program to meet the goals of the Governor's Committee on Employment of the Handicapped. The Administrative Assistant/ Area Coördinator is the principal legislative promoter and works out-state in chapter development and advocacy. There are two Area Coordinators, one in Kansas City and one in St. Louis, whose principle responsibility is to work with local chapters and to provide assistance to people who have disabilities. The Program Assistant maintains mailing lists, produces the quarterly newsletter, and develops all the logistical services necessary for the "Ability Counts" Report Writing and Poster Contest. A Secretary completes the staff.

The goal of the GCEH is to achieve equality of opportunity for job seekers who have handicaps. Used in achieving this goal are awareness, ability and accessibility.

GCEH works with:

1. Employers, in awareness of the job needs and abilities of handicapped job seekers;

2. Handicapped individuals, giving a better understanding of the rehabilitation and job placement services available to them and to encourage them to use these services, and

3. Communities, to aid in improving accessibility for the handicapped where they live, work and play.

LOCAL CHAPTERS

To address the needs of the various locals of the state, a network of local chapters of the GCEH has been developed. This network of chapters provides the state agency a source for dissimination of information as well as a continuing feedback on problems affecting persons with disabilities. Because of the varying problems, area chapters have focused on the local needs and reflect the individuality of the people and their perceptions of the problems in their areas. Chapters are in operation in Ava, Cape Girardeau, Chillicothe, Columbia, Cuba, Jefferson City, Joplin, Kansas City , Lebanon, Mountain View/West Plains, Pemiscot/ Dunklin/New Madrid Counties, Poplar Bluff, Dexter, St. Joseph, St. Louis, Springfield, Waynesville/Crocker. Organizational processes are in motion for other locations. The GCEH goal is to have local chapters in 25 designated areas throughout the state.

The GCEH and it's affiliate chapters, sponsor statewide activities to help promote the hiring of the disabled. Through contests, seminars, job fairs, news releases, newsletters, film library and appearances all over the state, the GCEH makes the public aware of the needs and the abilities of the handicapped in Missouri. To add emphasis, the GCEH sponsors an award program to give recognition to both large and small employers, to outstanding service by a medical doctor, to exemplary handicapped employees of the State of Missouri, and, when warranted, the Governor's trophy, to an outstanding handicapped individual who has made very meaningful contributions to the handicapped movement. This program honors both individual achievement and employers' commitment to hiring the disabled. Also sponsored by the GCEH is the "Ability Counts" Journalism and Poster contest. Promoted in the schools across the state, this program is serving as a very helpful educational tool. Students entering the contests have to do much research for their written essays and colorful posters. Through the research process, these students become aware of the real abilities of persons with disabilities and thus become another promotor of disability issues and awareness. Through this year, nine Missouri students were placed in the National contest sponsored by the President's Committee on Employment of the Handicapped. The most recent National honor was in May 1986 when the 1st place winner of Missouri placed "Third runner-up" in the National Poster contest. The 1st place winner of Missouri received "Honorable Mention" (top ten) in the National Journalism Contest. The Missouri State Labor Council AFL/CIO, the State Department of the Disabled American Veterans, and the United Commercial Travelers provide the award monies for the statewide contest winners.

DECADE OF DISABLED

A formal declaration by the United Nations declared 1981 as the International Year of the Disabled Person and encouraged all nations to address the needs of those with disabilities. To continue the momentum generated during 1981, 1982 was declared the National Year of the Disabled Person and further emphasis was placed on addressing problems associated with disability. The unmet needs of those with disabilities were again recognized by the United Nations when it declared 1983 through 1992 as the Decade of the Disabled. This declaration was reiterated by President Ronald Reagan and Governor Christopher S. Bond with proclamations for the nation and the State of Missouri.

The special events sponsored by the local chapters have continued in the past year and have provided, interviews with employers, job search techniques, resume preparation, and information on service providers and adaptive equipment suppliers to show both disabled people and employers what was available in making reasonable accommodations in the least expensive manner. "Barrier Awareness" observances were held. Awareness

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

workshops were sponsored and awareness literature displays were set up in many locations. As a result of increased cooperation with public and private agencies, Missouri's handicapped and disabled population is better served.

DIRECTORY

The GCEH publishes a Directory of Organization Resources for Handicapped. This directory lists state and local offices for Missouri State Agencies, state and private agencies and sheltered workshops that serve the disabled, as well as providing the names of individuals to contact at each location. Also available is an Access Guide. The guide has inspection forms and provides accessibility specifications. Publications are available by calling the GCEH toll-free number 1-800-392-8249.

The GCEH works on issues that are common to many disability groups, but due to the unique communication problem, a special effort has been made to deal with deaf/hearing and speech impaired persons. The agency continues to receive funding to provide interpreter assistance to hearing impaired people in their business with state, county and municipal governments. Through the program the Jefferson City office maintains an up-to-date list of qualified sign language interpreters and acts as a contracting agent for the interpreter services as they are needed. All units of state, county and local governments were notified of this service and many have utilized it to effect total communications with the hearing impaired in the employment related day to day dealings of government operations. The Jefferson City and the St. Louis offices are equipped with Teletypewriter (TTY) or a Telecommunications Device for the Deaf (TDD). The Kansas City office is able to access Deafnet, the network of relay TTY's and TDD's serving the hearing impaired.

EMPLOYMENT

Disabled job seekers in Kansas City and St. Louis areas are being assisted in their job search through two programs. In 1983, the Handicapped Opportunities Project in Kansas City was revitalized and assisted by the staff of the GCEH in coming together with the downtown office of Employment Security to develop a handicap jobs program. The HOP is an organization of Job Developer/Placement Persons who through a pooling of clients and job leads are providing a broader base of available jobs and handicapped job ready applicants. The cooperative agreement with the Division of Employment Security allows the storage of clients and job orders in Job Service computers. This facilitates matching of applicants and jobs. This program was begun as a pilot project with only the main office of Employment Security in Kansas City, MO. The project was expanded and now encompasses all of the Job Service offices in the metropolitan area in Kansas City, Mo. and Kansas City, Kansas. Some modifications to the HOP initiative were made by the staff of GCEH before introducing the concept in St. Louis. On October 31, 1984, a "Kick Off" banquet and meeting was held to formally launch this program under the auspices of the St. Louis Chapter of the Missouri GCEH. Success of the Kansas City project in later 1984 was documented by an impressive 37.3% placement rate. By all existing data, this is an exceptionally high rate of placement for disabled hard-to-place persons. There are other metropolitan areas of Missouri in which this type of cooperative sharing of jobs and applicants can operate and the staff through local contacts in these areas is pursuing the establishment of similar programs.

The Jefferson City office established a jobs program with the Missouri National Guard. Through this program, the National Guard identifies civilian jobs available to workers with disabilities and the Missouri Governor's Committee on Employment of the Handicapped provides the applicants through Missouri Division of Vocational Rehabilitation and Missouri Division of Employment Security.

ACCESSIBILITY

Accessibility to facilities, programs and services continue to be a critical issue.

The Revenue Sharing Act of 1972, as amended in 1976, included the handicapped discrimination prohibitions of Section 504 of the Federal Rehabilitation Act of 1973. General regulations prohibitions handicapped discrimination have been in effect since April 6, 1977. On October 17, 1983, the Office of Revenue Sharing published final regulations in the Federal Register implementing the handicapped discrimination program requirements.

The administrative requirements which all governments must satisfy under the regulations include self-evaluation of all programs, activities, policies and practices to determine areas of noncompliance with the handicapped discrimination regulations. All governments must determine as part of the self-evaluation, the structural and nonstructural changes needed, and to prepare a transition plan describing how the changes will be made over a period not to exceed 3 years and no later than October 17, 1986. These final regulations issued by the Office of Revenue Sharing have created a great need among county and city governments for assistance with accessibility. To date this agency has provided in excess of 250 packets of information, over 40 on site visits and an additional 275 counsultations by phone or letter to counties and towns throughout the state. As a part of the on going work of the agency, the GCEH continues its contacts with many state agencies and assists in providing a program to enable the State of Missouri to serve all of it's citizens. The agency continues to improve the services to disabled job seekers and assist them in finding employment and becoming contributing members of their respective communities.

DIVISION OF EMPLOYMENT SECURITY

As a guide to the interpretation and application of this law (Missouri Employment Security Law), the public policy of this state is declared to be as follows: Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under the police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment. (Missouri Statutes).

The Division of Employment Security, through its director, is responsible for administration of job service, labor market information, and unemployment insurance programs in the state.

Enabling Legislation

The Wagner-Peyser Act (Act of June 6, 1933 - 29 USC 49 et seq.) as amended, provides the initial legislative basis for the establishment of the United States Employment Service and its affiliated State employment services.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 first went into effect January 1937.

The Division

Costs of operating the Division, and the major part of its program costs, are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

At the close of the fiscal year on June 30, 1986, Missouri's Employment Security Program, with its predecessors, ended its fifty-third year of operation.

The objectives of the program are three-fold. They are:

(1) to find employment for the unemployed.

(2) to collect taxes (officially called contributions) from employers in order to build up a fund to provide unemployment insurance payments for persons unemployed through no fault of their own, and

(3) to pay unemployment insurance (officially called benefits) to those who are eligible under the law and are unemployed through no fault of their own.

To provide employment services and unemployment insurance services, 46 Division of Employment Security local offices were in operation throughout the State in fiscal year 1986.

To accomplish the Division's essential work, computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Included in economic data produced by the Division for the state and for use in national labor market estimates are: regular statewide and area estimates of the labor force, employment, unemployment, hours worked, earnings and labor turnover, resident labor market information used in Job Training Partnership Act (JTPA), and occupation information.

As of June 30, 1986, the Division had a total of 1,769 employees. There were 1,577 permanent, and 192 temporary. Of the permanent staff, 682 were assigned to the central office and 895 to the local offices throughout the state. Temporary personnel totaled 12 in the central office and 180 in local offices.

The Labor Market Environment

The national economy continued to grow slowly if unevenly during Fiscal Year 1986. Gross national product -- the nation's output of goods and services -- was about 2.8 percent higher in FY 1986 than in Fy 1985. This rate of growth was somewhat slower than experienced in the previous year.

Economic growth varied during the fiscal year, with the July-September and January-March periods being relatively strong and the remaining quarters substantially weaker. The year ended on a particularly weak note, with the final quarter experiencing only a 0.6 percent annual rate of growth. Although this was the worst performance since the economy turned out of recession in late 1982, the economy did not appear to be sliding into another recession.

Despite the weakness of the economy, Missouri employment continued to grow strongly during the fiscal year. Total employment of Missourians increased by about 94,000 or 4.2 percent from the previous year's average. This was up slightly from the 88,000 (4.1 percent) gain of the previous fiscal year.

The number of nonfarm payroll jobs in the state averaged nearly 60,000 more in FY 1986 than in the previous year. This increase, though substantial, was smaller than the previous year's growth. All of the growth was in the nonmanufacturing industries, as manufacturing followed the national trend of decline. Among the manufacturing industries experiencing large drops were electrical and electronic equipment (down by 2300 jobs), textile and apparel (2000 jobs), machinery (1100 jobs), and primary metal industries (1000 jobs loss). Bucking this trend was the motor vehicles and equipment manufacturing industry, which experienced an average gain of 2200 jobs to 36,000. This gain occurred despite the fact that the automobile industry did not fare well nationally in the period. The largest growth occurred in retail trade (23,900 jobs) services (18,900 jobs), and construction (9800 jobs).

Since the growth of employment was greater than the growth of

DIVISION OF EMPLOYMENT SECURITY

the labor force, unemployment continued to decrease in FY 1986, though by a much smaller degree than in the previous two fiscal years. The number of jobless Missourians averaged 152,000 in FY 1986, or about 10,000 fewer than in FY 1985. Following the end of the recession in 1982, the Missouri unemployment rate had dropped by 1.9 percentage points between FY 83 and 84 and 1.6 points between FY 84 and 85. The average rate in FY 1986 was 6.1 percent, a drop of 0.6 percentage points from the previous fiscal year average. This slowing of the rate of decrease in unemployment may be partly due to the increasing growth of the labor force (growth of 85,000 in FY 1986 compared to FY 85 growth of 54,000) and partly due to weakness in the manufacturing sector.

LABOR MARKET DATA — FISCAL YEAR 1986

				Change Between Fiscal Years	
	FY 1986	FY 1985	FY 1984	FY 1985-86	FY 1984-85
Civilian Labor Force	2,499,000	2,415,000	2,361,000	+84,000	+54,000
Total Employment	2,347,000	2,253,000	2,165,000	+94,000	+88,000
Unemployment	152,000	162,000	196,000	-10,000	-34,000
Rate	6.1%	6.7%	8.3%	-0.6%	-1.6%
Nonagricultural Wage and Salary Employment	2,123,600	2,064,300	1,982,700	+59,300	+81,600
Manufacturing	427,400	433,000	423,000	-5,600	+10,000
Nonmanufacturing	1,696,200	1,631,300	1,559,700	+64,900	+71,600

APPEALS

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability. After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During fiscal year 1986, the staff of 33 Appeals Referees and 36 support personnel dealt with 24,582 appeals. There were 24,147 unemployment insurance appeals involving individual claimants resolved by written decisions or orders. In addition 31 cases involving 457 claimants unemployed as a result of labor disputes and 404 appeals concerning employer tax liability were heard and decided.

FIELD OPERATIONS

Field Operations exercises line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance programs throughout the State.

The Operations provide liaison between technical specialists, program supervisors, and local office managers, and through coordinating efforts, functions in securing proper emphasis and attention for each program and activity.

The Camdenton Sub-Office closed effective August 8, 1985, due to the owner of the building leasing the property to someone else which necessitated the office to be closed; however, the office was re-opened effective Januarv 13, 1986, at 194 Court Circle, Camdenton, providing Employment Service and Unemployment Insurance activities.

The Sedalia Local Office moved from 215 East Fifth to temporary quarters at 1010 Thompson Blvd. due to extensive fire damage on the roof and heating system on January 10, 1986. The temporary office was opened for business on January 14, 1986.

The Flat River Local Office moved from temporary quarters at 106 Industrial Park to the present quarters at 16 South Coffman on April 10, 1986. This move was necessitated by the removal of asbestos and mechanical repairs to the office.

The University City Local Office closed June 27, 1986, because a 30-day cancellation clause on the building at 8671 Olive Street Road could not be obtained.

UNEMPLOYMENT INSURANCE

Unemployment insurance (UI) programs provide partial protection for workers against loss of wages during periods of involuntary unemployment. The benefits paid to insured workers support the economy of the State during periods of economic recession by helping maintain the level of consumer puchasing power.

Eligible claimants can qualify for up to 26 weeks of unemployment compensation under the regular benefit program. During periods of high unemployment, the Extended Benefits (EB) program provides up to 13 more weeks of entitlement for the

DIVISION OF EMPLOYMENT SECURITY

long-term unemployed who have exhausted all regular program entitlement and meet EB eligibility requirements.

Payments of benefits under the regular program are made from a trust fund supported by a tax on the payrolls of contributing employers and the reimbursement of benefit charges by certain governmental and nonprofit employers who reimburse in lieu of paying taxes. No part of the unemployment tax is deducted from the worker's wages.

Benefit payments under the EB program are made, in part, from the Trust Fund. Employers who reimburse in lieu of taxes reimburse the fund for all EB charges. Federal funds reimburse the Trust Fund for half of the other EB payments. Missouri also administers federally funded benefits programs for unemployed federal workers (UCFE) and separated military personnel (UCX).

TAX FUNCTIONS

The function of the Contributions Section of the Division is to insure that all employers are properly reporting their workers' wages and paying the correct tax on those wages.

An administrative staff in the Central Office in Jefferson City comprised of sixteen Contributions Deputies and twenty-five Contributions Technicians make administrative determinations, after investigation, on any matter pertaining to an employer's liability to cover workers for unemployment insurance and pay taxes on the basis of such workers' earnings. These administrative determinations are appealable through the Division's appeals process and the State judicial system.

An account is maintained for each employer to which tax payments are credited and unemployment benefits paid to the employer's workers are charged. The employer's tax rate is based on the relationship of the account balance to the employer's average annual taxable payroll. A separate record kept of each worker's wages permits the prompt determination of benefit entitlement when a claim is filed.

During Fiscal Year 1986 the number of employers subject to the coverage provisions increased 2,323, from 115,262 to 117,585. There were 19,545 employers not previously covered who became subject to the provisions of the law and 17,222 who terminated coverage. The number of wage items (employees) reported per calendar quarter rose from 2,212,970 to 2,313,640, reflecting some growth in the labor force.

In order to improve the accuracy of the contributions functions, the Contributions Section is involved in a reorganization and improvement of its electronic data processing files. As this work progresses, the response time necessary to meet requests of the Department of Revenue, the Internal Revenue Service or employers should be greatly reduced.

Eighty field auditors work out of the Division's local offices. The auditors are in daily contact with the employers or their representatives relative to investigations of employer liability and collection of unemployment insurance taxes. The auditors also assist employers in complying with the tax provisions of the law and handle tax enforcement problems and inform employers of their rights and responsibilities.

During FY 1986 the auditors in the performance of their duties made 46,042 reported contacts with employers, accountants and attorneys. In addition to securing delinquent contributions and wage reports and collecting delinquent taxes, the auditors performed 5,342 audits. The Auditors found overreported tax in the amount of $217,859, underreported tax in the amount of $1,727,884, overreported taxable wages in the amount of $7,103,220 and underreported taxable wages in the amount of $50,443,435. The auditors also found 20,666 workers covered under the law which employers failed to report.

BENEFITS

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim for benefits in one of the Division's local offices. The issues involving eligibility of a claimant and whether a disqualification is to be assessed are investigated and originally determined in the local offices by specially trained staff.

Under the Interstate Benefit Payment Plan which is subscribed to by all states, a worker can file a claim for benefits against any state in any local office in the United States, Canada, Puerto Rico, or the Virgin Islands. The state through which the claim is filed (the agent state accepting the claim) makes reports and supplies facts to the liable (paying) state.

Missouri claimstakers accepted 26,638 initial claims for benefits against other states. Claimants filing from Missouri against other states claimed 191,778 weeks of benefits. Claims against Missouri, as liable state, numbered 23,998 initial claims and 156,914 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

Due to changes in the Law of the Missouri Department of Revenue, Chapter 143, RSMo, the Division of Employment Security entered into an agreement with the Department of Revenue for the interception of state income tax refund checks to individuals or employers who have outstanding debts with the Missouri Division of Employment Security.

The Benefits Section has intercepted $176,794 which has been applied towards the recouping of outstanding overpayments to claimants who claimed benefits fraudulently.

The Employer Contributions Section has intercepted $134,086 from employers who were delinquent in paying their contributions.

Conditions

A person must have worked and earned certain qualifying wages to be entitled to any unemployment insurance benefits. During the fiscal year ended June 30, 1986, there were 51,848 people who filed claims and were not entitled to benefits because they had not met this initial requirement.

In addition to having sufficient wage credits, there are other conditions in the Missouri Employment Security Law which a claimant must meet in order to qualify for benefits. The first pertains to the reason for the claimant's job separation or refusal of

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suitable work, and the second to eligibility during the claim period. Issues affecting eligibility can be raised by the claimant's former employers or through information secured from the claimant when the claim is filed. Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with requirements of the law. Determinations were made on 178,065 disputed claims filed under the Regular and related benefit programs. The claimant was disqualifed or denied benefits for one or more weeks in 130,305 of these cases.

Voluntarily leaving a job without good cause attributed to the work or the employer was the primary reason for denial. In voluntary quit cases, the claimant is required to earn wages in insured work equal to ten times the weekly benefit amount to remove the disqualification. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for denial. The penalty for individuals discharged for misconduct connected with work is denial for four to sixteen weeks, depending on the seriousness of the act. In cases of aggravated misconduct, all or part of the wage credits earned with the employer involved can be canceled.

Other issues for which a claimant may be denied benefits for one or more weeks are failure to actively seek work, unavailability for work because of health or other reasons, unemployment resulting from a labor dispute, and receipt of pensions. Many claimants were denied benefits or received reduced benefits because of earnings or other remuneration.

OMNIBUS BUDGET RECONCILIATION ACT

The Omnibus Budget Reconciliation Act of 1981 was enacted August 13, 1981 as Public Law 97-35. This revision of the Social Security Act authorized the collection of delinquent child support payments through the withholding of unemployment insurance benefits. The passage of House Bill 1521 authorized this procedure in Missouri. The law provides for deduction of unemployment insurance benefits on a voluntary plan or garnishment of unemployment insurance benefits. During the fiscal year, $957,954 was deducted from unemployment insurance benefits for delinquent payments of court-ordered child support.

BENEFIT PAYMENT CONTROL PROGRAM

The Division conducts a benefit payment control program to detect and prevent improper payments. During fiscal year 1986, 14,903 cases of improper payment were detected, resulting in established overpayments amounting to $3,241,022 for all benefit programs.

During the same period, unemployment insurance benefits paid under all programs administered by the Division amounted to $212,603,114. The percentage of benefits overpaid was 1.5 percent.

The primary means of overpayment detection is a quarterly crossmatch of employer wage reports with benefit payments. Crossmatch detected $1,637,272 in overpaid benefits. Missouri also conducts a "border crossmatch" with Kansas. Overpayments totalling $109,011 were detected by this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the fiscal year, the Division recovered $2,218,087 of the benefits improperly paid.

The special collections units in St. Louis, Kansas City and Jefferson City collected cash restitution of $733,720. The Jefferson City unit is responsible for collection activity for all areas not served by the St. Louis and Kansas City units.

SPECIAL COLLECTIONS

CASH RESTITUTION

Month	St. Louis	Kansas City	Jefferson City	Total
July 85	$ 37,509	$ 20,497	$ 16,477	$ 74,483
Aug.	31,728	23,208	16,997	71,933
Sept.	25,668	15,639	16,908	58,215
Oct.	32,159	15,728	19,598	67,485
Nov.	29,268	14,335	15,322	58,925
Dec.	29,165	17,786	19,752	66,703
Jan. 86	30,168	11,667	13,834	55,669
Feb.	27,552	9,364	15,951	52,867
Mar.	25,447	16,041	16,460	57,948
Apr.	24,668	18,571	16,358	59,597
May	21,687	15,410	14,212	51,309
June	25,522	18,494	14,570	58,586
TOTAL	$340,541	$196,740	$196,439	$733,720

JOB SERVICE

Through its network of Job Service offices, the Division of Employment Security has three purposes in its responsibility toward the citizens of Missouri:

(1) to provide the services needed by individuals to become employable and obtain employment;

(2) to provide employers with the best qualified applicants available in the community; and

(3) to provide eligible workers with an income during periods of involuntary unemployment.

The services provided include Job Placement and Employability services.

Missouri Job Service offices also cooperate with local governments and national and community agencies in promoting and administering special programs designed to provide job security, increase job opportunities, and facilitate full utilization of local area manpower.

JOB PLACEMENT

As the "end product", placement is the actual function of receiving and interviewing applicants, taking employer orders, listing job specifications, screening and referral of applicants, followed by verification of job placement. It is the objective of all Missouri Job Service Programs.

JOB BANK

Job Bank is one of the placement tools designed to distribute job

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openings over a wide area by use of a network of CRT terminals linked by computer. Job openings containing employer occupational specifications are entered into the Job Bank system and are immediately available to all locations.

The St. Louis and Kansas City areas operate bi-state Job Banks. Six Illinois offices and five Kansas offices are included in the Missouri Job Bank system.

JOB MATCHING

Job Matching is another tool used in the placement process. Job Matching automates the selection process for applicants and/or job orders by use of the CRT terminal linked to a central computer.

The automated selection process utilizes the applicant occupational qualifications and preferences against the employer job specifications.

NATIONAL JOB BANK SYSTEM

In order to expand placement activities for manpower utilization beyond local, regional or state areas, information about specific employment opportunities is exchanged between state Job Services nationwide.

This interstate network of Employment Security offices facilitates close communication between offices for locating qualified applicants and desired job openings at the time they are needed.

EMPLOYER SERVICES

Personal contact with employers is maintained by 66 Employer Services Representatives (ESR) in 48 local offices. Information offered by the ESR includes explanation of services available from Job Service, such as placement (Job Bank, Order Taking, Selection, Referral, National Job Bank), Special Applicant Services (Minority, Veterans, Handicapped, Youth, Female and Older Workers), Counseling, Testing, Job Training Partnership Act, Targeted Jobs Tax Credit, Work Incentive Program, Job Corps, Trade Act Assistance Program, Labor Market Information and Affirmative Action Data. The local office manager and selected staff maintain the personal contact in the five offices that do not have an ESR assigned.

In addition to personal visits and telephone contacts, each local office conducts seminars on Job Service functions for employers in office administrative areas. These meetings are sponsored by the local Missouri Employer Committee.

All of the services are performed in order to serve the employer and the applicant more efficiently. The major focus is matching employer needs with qualified personnel.

INTERSTATE CLEARANCE SYSTEM

The Interstate Clearance System operating through a nationwide network of Local Job Service Offices provides service to employers by locating, selecting, and referring qualified workers from other areas when qualified workers are not available locally. Service is also provided applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. The Interstate Clearance System supplements other employment service activities by providing information about current labor area supply and demand.

MISSOURI EMPLOYER COMMITTEE

The Missouri Employer Committee was established in 1986 to ensure the responsiveness of the Division to employers throughout the state.

The link to employers is through a 15-member State Steering Committee. This committee meets biannually and is composed of a broad spectrum of employers representing both large and small business entities.

At the local office level, 30 Local Employer Committees have been established involving more than 300 employers. These committees consist of interested employers who make known the concerns of the employer community. This provides an effective avenue for the Division to assist the employment needs of Missouri citizens.

Working with local committees, the Division conducts seminars designed to educate and assist employers. Seminar subjects include Unemployment Insurance, Workers' Compensation and the Missouri Opportunity 2000 Commission.

RURAL SERVICE

Rural Service attempts to provide a full range of employment opportunites to rural Missourians. Local and branch Job Service offices are located in rural areas of the State to serve rural people. These offices are not designated as rural or urban because they aim to serve all people and provide a full range of services.

All local office staff have been trained to deliver a full range of Job Service services to migrant and seasonal farmworkers, and to provide services to those migrant and seasonal farmworkers who seek our assistance as well as those whom we contact through outreach efforts.

Agricultural employers who hire year-round employees are assisted by the Job Service to find qualified workers through local, state and national computerized matching systems.

Primary seasonal crop activity is centered in the Bootheel area for spring vegetables and summer peaches and melons. Fall activity is centered around the Lexington and Waverly areas for apple harvesting.

TARGETED JOBS TAX CREDIT (TJTC)

The purpose of this program is to provide an advantage in the labor market for those people who have the most difficulty in obtaining employment. The Targeted Jobs Tax Credit (TJTC) program provides a federal income tax credit for employers who hire individuals from any of nine target groups within the work force: economically disadvantaged youth, Vietnam Era veterans, ex-felons, Vocational Rehabilitation referrals, cooperative education participants, supplementary security income recipients, general assistance recipients, aid to families with dependent children recipients, and summer youth employees.

TJTC is a cost-effective way of increasing private sector employment opportunities by offering tax-paying businesses a direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment.

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The credit applies to wages paid to those employees who are certified by Employment Security, and is applicable for one year. The credit amounts to 40 percent of the first $6,000 in wages the first year. A new group, "Summer Youth", has been included for the 1983, through 1988 fiscal years with a tax credit of 85 percent of the first $3,000 in wages paid for a maximum of 90 days, between May 1 and September 15.

During Fiscal Year 1985, a total of 14,650 individuals were certified in the State of Missouri.

The incorporation of TJTC as a part of the placement process has increased the effectiveness of the program resulting in additional job orders and placements.

ALIEN LABOR CERTIFICATION

The entire program of alien labor certification is strictly regulated by law -- from the filing of a request for a worker by the employer to the ultimate decision-making and the ensuing notification by the U.S. Department of Labor.

An alien who wishes to immigrate for the purpose of employment (instead of on another basis, such as close relationship to U.S. citizens) is not eligible to obtain a visa or legally enter the United States until the Department of Labor has determined and certified to the Department of State and to the Immigration and Naturalization Service that:

1. Qualifed United States workers are not available, and
2. Employment of the alien would not adversely affect the wages and working conditions of the workers in the United States who are similarly employed.

The Missouri Job Service is responsible for the processing of forms and any required documents or written contracts after they have been completed by the employer and/or the alien.

The Department of Labor forms used for requesting certification of an alien may be obtained at any Missouri Job Service local office, Immigration and Naturalization Service office, or from the Consulate in the foreign country where the alien claims residency.

SERVICES TO THE VETERAN

The Missouri Division of Employment Security will continue to provide preferential treatment for veterans in accordance with the mandate of Title 38 USC and 20 CFR Parts 652-653.

Local Veterans Employment Representatives (LVER's) and Disabled Veterans Representatives (DVR's) are specifically designated for veterans activities within the Division and assure performance standards for veterans are attained.

Assistance is provided to employers (and their subcontractors) who have Federal Contracts to meet the requirement of providing affirmative action in employment and advancement in employment for special disabled veterans and veterans of the Vietnam Era.

The Division offers a veterans on-the-job training program via the emergency Veterans Job Training Act (EVJTA). The program is operated jointly with the Veterans Administration and provides employers with 50% of the starting wage of employed, qualified veterans (up to $10,000).

Veterans Reemployment Rights is an aspect of veterans benefits with which the Division provides assistance to veterans.

Monitoring of all veterans services will be conducted by the State Veterans Program Supervisor and Veterans Employment Service staff.

SERVICES TO THE HANDICAPPED

Extensive efforts, with sensitive acknowledgment of the needs of the Handicapped, are made by the agency to provide employers and the public with information concerning the contributions handicapped individuals make to the labor force and the economy.

Job Service participates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the handicapped applicant. Job Service works in conjunction with the Governor's Committee on Employment of the Handicapped, local job fairs for handicapped individuals and National Employ the Handicapped Week. Each local office has a Handicap Specialist available to assist handicapped clients.

SERVICES TO THE OLDER WORKER

The local Job Service offices place special emphasis on providing the full range of employment services to applicants forty years of age or older.

By federal law this age group is not discriminated against in seeking employment or entering training programs. The Older Worker Specialist in each local office assists the older worker in overcoming barriers to employment.

Special job seeking skill training is offered to specially qualified applicants 55 years of age and over in eleven of our local offices. On-the-Job Training contracts are also available to employers who are able and willing to hire this special applicant group. These special services are possible through a contract with the Division of Manpower Planning.

Local observances of National Employ the Older Workers week is one of the many efforts undertaken to inform the public and especially employers of the capability of the older worker.

SERVICES TO YOUTH APPLICANTS

Staff are available in local Job Service offices to provide job development and referral assistance to applicants between the ages of 16 and 21 years of age.

Services are provided to in-school and out-of-school youth from high school, junior college and college settings. In addition to job development and referral, services include presentations on labor market information and career opportunities to students, teachers and community organizations, organizing and participating in job fairs and instruction in job seeking skills.

Under special contract with Private Industry Councils, Job Service has conducted summer youth programs in some areas of the State. Work experience, school to work transition, job seeking skills clubs and an in-school seminar on occupational exploration have been the special programs administered by Job Service.

Job development, referral and placement are the major focus of youth services.

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SERVICES TO MINORITY APPLICANTS

The minority group program is designed to provide technical assistance to employers, applicants, and community groups to assure that effective employment services are made available to all groups. All Job Service operations and procedures are conducted within the full meaning and intent of state and federal Civil Rights Statutes.

The State Linkage Coordinator has the responsibility of maintaining cooperation between this Agency and the Office of Federal Contract Compliance for the purpose of assisting private sector employers in meeting equal employment opportunity obligations regarding employment of minorities.

COUNSELING

Employment counseling assistance is available for those job applicants desiring to evaluate their occupational goals and work search plans. Re-entrants to the labor market, and workers experiencing job changes because of technology or physical causes, as well as young workers, use the professional counseling services available in Job Service offices.

Individuals needing assistance may be referred by local office staff, by community agencies or may request counseling assistance themselves.

Counselors aid individuals in evaluating their interests, values and abilities as they relate to the world of work. Aptitude testing, labor market information and opportunities for training and education may be explored.

All larger Job Service offices have counseling services available. Counseling assistance is also available in Work Incentive Programs.

In several offices, counselors offer workshops in Job Seeking and Keeping Skills. The majority of the unemployed experience difficulties presenting themselves appropriately to employers, therefore, these workshops have proved to be of great value.

THE TRADE ACT OF 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment due to increased imports of goods and products. Job Service is responsible for assisting displaced workers in finding equivalent employment or, when necessary, to upgrade their skills through vocational or on-the-job training enabling them to obtain other suitable employment.

In addition to job placement and retraining services, job search and relocation allowances are available to eligible applicants to assist their efforts in seeking employment in an area outside their normal commuting distance and to relocate to such area if suitable employment is obtained.

FOOD STAMP PROGRAM

The Food Stamp Program was implemented under the Department of Agriculture, Food and Nutrition Service by an Act of Congress in 1964. The Act was amended in January 1971 to include the requirement of work registration for Food Stamp recipients. The Act was further amended in January 1981 to require Job Search as a part of the work registration process for able bodied individuals.

The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service office carries out the congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training. In addition, many individuals are asked to do individual job search activity on their own if suitable job openings are not available.

JOB TRAINING PARTNERSHIP ACT (JTPA)

The Job Training Partnership Act of 1982 represents a commitment to establish programs to prepare youth and unskilled adults for entry into the labor force. Replacing the 1973 Comprehensive Employment and Training Act, the legislation operates through a locally based program delivery system to provide remedial education, training and employment assistance to low income and long-term unemployed youth and adults.

The Job Training Partnership Act enables the private and public sectors to equalize their authority over all aspects of local policy making, planning, administration and program operations. Private sector expertise, resources and support is utilized to tailor publicly financed training programs within the local economy. Decisions on how federal funds will be administered and managed are made at the local level with localities given maximum flexibility to decide the type and amount of program assistance to be provided using federal funds.

The Division of Employment Security operates a variety of contract programs in the Service Delivery Areas operated under the Job Training Partnership Act. Many of these contracts are extensions of responsibilities established beginning as early as 1962 under the Manpower Development and Training Act. In other cases, additional services have been provided on a contract basis to provide higher levels of service to significant target groups.

ON-THE-JOB TRAINING

The JTPA On-the-Job Training Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer enters into a contractual agreement with the Division of Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract. As a result of the subcontract, the Division of Employment Security agrees to reimburse the subcontractor on a monthly basis for up to 50% of the trainees' wages during a predetermined training period when workers are trained on the job by the employer. Trainees are certified as eligible for the program by local offices of the Division of Employment Security.

JOB CORPS

Job Corps, celebrating its 22nd anniversary this year, still remains the nation's most successful employment training program offered to disadvantaged young people. Skill training, on-the-job training, GED programs and various others serve an important role in the progress and success of Job Corps. Armed with such tools and more, the Job Corps network begins to mold a young, disadvantaged, insufficiently educated, under employed or

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unemployed individual into a self-supporting productive tax-paying citizen.

The nations first center opened on January 6, 1965 at Lantz, Maryland. The system has evolved to include 106 residential centers in the United States and Puerto Rico providing basic education, vocational training, counseling, health care and other services to thousands of economically disadvantaged, (16 through 21 years of age) youth. Missouri Job Service enrolls approximately 1,500 Missouri youth in Job Corps each year. The job placement rate as evidenced by 90 and 180 day follow-up has remained high at 84.5 percent for those who completed training. National statistics reflect that the average corpsmember stays 9 months and approximately 72 percent are completers.

Job Corps offers a wide range of vocational training; for example, in-health services - nurses aide to licensed practical nurse, EKG and Lab Technician; in building trades - union heavy equipment operator, carpentry, bricklayer, cement finisher, painting and plastering; and others such as auto mechanics and welding. The list of business occupations includes clerical trades, bookkeeper and computer training. A union taught program for railroad clerks is provided by the Brotherhood of Railroad and Airline Clerks (BRAC).

There are three residential centers in Missouri: The Mingo Job Corps Center near Puxico; the Excelsior Springs Job Corps Center at Excelsior Springs; and the St. Louis Job Corps Center in North St. Louis. In addition to these residential centers, there are three nonresidential sites located in St. Louis, Kansas City and St. Joseph. All centers utilize an education program consisting of reading, mathematics, social studies and preparation for the General Education Development (GED) high school equivalency examinations. All enrollees receive instruction in general living skills, such as personal hygiene, grooming, getting along in the world of work and constructive use of leisure time.

WORK INCENTIVE PROGRAM

The Work Incentive (WIN) Program is an inter-agency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health and Human Services partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All applicants for and recipients of AFDC are required under provisions of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties and those living in mandatory counties who are legally exempt may volunteer.

The current level of funding allows the WIN Program to operate on a mandatory basis in two geographic areas of the State which include St. Louis City and the eight-county bootheel area of Cape Girardeau, Scott, Mississippi, New Madrid, Pemiscot, Dunklin, Stoddard and Butler Counties. Forty percent of the State's AFDC population resides in these areas.

FEDERAL BONDING PROGRAM

The Employment and Training Administration of the Department of Labor provides fidelity bonding coverage to qualified job applicants who are unable to obtain coverage from regular commercial bonding companies, due to bad credit, police or prison records, which preclude their being covered.

The Division of Employment Security is designated as the sponsor and administrator of this program for the State of Missouri and the employer or job seeker may request bonding coverage by contacting any of the Job Service offices of the Division. Bonds may be written in multiples of $500; with an upper limit of $10,000 for exceptional cases where substantial losses will justify such high coverage. There is no cost to either the worker or the employer for this coverage for a period of up to 6 months, with a renewal of an additional 6 months.

APPRENTICESHIP INFORMATION CENTERS

With the increased emphasis on Apprenticeship training for all segments of the population, the Division of Employment Security continues to strengthen relationships necessary to contribute to Missouri's skilled labor force. By working in close cooperation with the Bureau of Apprenticeship and Training, local Joint Apprenticeship Committees and employer and labor groups, Job Service offices disseminate important information of available Apprenticeship opportunities and conduct screening, assessment and referral to Apprenticeship training programs.

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MISSOURI EMPLOYMENT AND EARNINGS
1985 ANNUAL AVERAGES

Industry Title	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NONAGRICULTURAL INDUSTRIES	2,096,500	NA	NA	NA
TOTAL MANUFACTURING	429,300	$384.31	40.2	$ 9.56
DURABLE GOODS	244,900	423.53	41.0	10.33
Lumber & Wood Products	10,000	241.02	39.0	6.18
Furniture & Fixtures	10,100	313.60	42.9	7.31
Stone, Clay & Glass Products	11,000	426.40	41.0	10.40
Primary Metal Industries	12,800	435.51	4043	10.78
Fabricated Metal Products	28,800	392.22	41.2	9.52
Machinery except Electrical	31,500	405.78	40.7	9.97
Electrical/Electronic Equipment	50,500	378.14	40.4	9.36
Transportation Equipment	71,100	566.89	42.4	13.37
Instruments & Related Products	11,700	295.02	39.6	7.45
Miscellaneous Manufacturing Industries	7,300	244.22	37.4	6.53
NONDURABLE GOODS	184,400	352.35	39.1	8.50
Food & Kindred Products	44,700	390.86	40.8	9.58
Textile & Apparel	24,300	193.44	35.3	5.48
Paper & Allied Products	13,400	380.89	41.0	9.29
Printing & Publishing	40,400	378.11	38.9	9.72
Chemicals & Allied Products	29,300	444.44	41.0	10.84
Leather & Leather Products	18,300	196.93	36.2	5.44
TOTAL NONMANUFACTURING	1,667,200	NA	NA	NA
Mining	6,400	NA	NA	NA
Construction	94,800	NA	NA	NA
Transportation & Public Utilities	142,300	NA	NA	NA
Wholesale & Retail Trade	509,800	NA	NA	NA
Finance, Insurance and Real Estate	120,700	NA	NA	NA
Services	462,500	NA	NA	NA
Government	330,700	NA	NA	NA

Prepared by the Missouri Division of Employment Security in cooperation with the U.S. Bureau of Labor Statistics. Estimates are based on monthly reports from cooperating establishments.

Data cover employees who worked or received pay for the payroll period which includes the 12th of the month. The data exclude the self-employed, volunteers, or unpaid family workers, and domestic workers. Payroll and hours data cover production and related workers in manufacturing.

UNEMPLOYMENT INSURANCE PROGRAMS

Calendar Year	Average Number of Covered Employers	Average Monthly Covered Empl.	Wages Paid in Covered Employment (In Thousands)		Contrb. Due (000)	Average Tax Rate Percent of		Taxable Wage Base	First Payments	Weeks Compensated	Benefits Paid $(000)	Average Weekly Benefit	Average Duration (Weeks)	Exhaustion Rate (%)	Federal Loans $(000)	Net Reserves Dec. 31 $(000)
			Total	Taxable		Total Wages	Taxable Wages									
1938	12,499	501,398	$ 636,789	$ 636,789	$19,136	3.01%	3.01%	Total								$ 4,636
1939	13,269	527,478	686,265	686,265	19,521	2.84	2.84	Total		657,247	$ 5,461	$ 8.68				49,283
1940	13,829	554,111	734,694	734,694	19,837	2.70	2.70	Total	141,876	880,080	7,259	9.09	6.2	55.3		58,106
1945	13,577	705,408	1,498,132	1,330,780	25,621	1.71	1.93	3,000	70,453	600,941	9,916	16.75	8.5	39.0		159,758
1950	18,060	781,645	2,362,343	1,866,030	22,870	0.97	1.23	3,000	103,962	1,224,621	19,854	16.94	11.8	29.8		194,674
1955	20,772	862,986	3,406,504	2,338,209	18,482	0.54	0.79	3,000	105,095	1,191,127	23,478	21.13	11.3	23.9		208,297
1960	36,705	961,295	4,532,989	1,737,944	28,779	0.63	1.05	3,000	148,740	1,558,290	41,317	28.61	10.5	19.5		201,724
1961	36,830	945,691	4,575,125	2,705,006	40,085	0.88	1.48	3,000	147,193	1,923,189	52,229	29.11	13.1	25.4		194,427
1962	37,067	964,745	4,850,506	2,800,898	42,250	0.87	1.51	3,000	130,327	1,474,902	43,902	31.88	11.3	22.8		199,077
1963	36,765	984,561	5,169,784	2,891,540	42,435	0.82	1.47	3,000	125,769	1,368,164	41,858	32.95	10.9	20.2		206,895
1964	37,012	1,007,848	5,536,341	3,004,209	42,714	0.77	1.42	3,000	112,080	1,203,664	37,321	33.36	10.7	19.5		220,055
1965	37,583	1,051,848	6,064,819	3,159,712	44,409	0.73	1.41	3,000	101,194	991,475	31,109	33.79	9.8	17.8		241,074
1966	37,947	1,110,878	6,504,283	3,386,103	44,219	0.68	1.31	3,000	90,290	864,607	29,159	36.99	9.6	13.6		266,231
1967	38,466	1,136,133	6,966,257	3,491,807	23,430	0.37	0.67	3,000	106,905	992,480	34,363	38.37	9.3	13.7		267.957
1968	38,660	1,165,930	7,632,888	3,668,116	32,385	0.42	0.88	3,000	93,423	906,196	34,613	41.51	9.7	14.3		277,404
1969	38,919	1,203,717	8,234,186	3,821,001	35,095	0.43	0.94	3,000	96,682	943,372	39,053	44.85	9.8	15.3		286,736
1970	39,720	1,189,325	8,695,885	3,802,890	35,958	0.41	0.95	3,000	159,483	1,604,229	73,237	48.67	10.1	17.4		263,566
1971	40,693	1,173,986	9,056,193	3,751,398	38,310	0.42	1.02	3,000	144,090	1,795,065	84,840	49.53	12.5	26.3		232,054
1972*	72,569	1,352,122	10,752,904	5,494,228	64.701	0.60	1.18	4,200	118,970	1,486,290	72,137	51.04	12.5	26.1		230,723
1973	85,196	1,446,037	11,640,149	5,580,447	58,575	0.50	1.79	4,200	115,220	1,359,369	68,869	53.39	11.8	23.1		236,366
1974	86,038	1,460,640	12,565,740	5,679,258	92,621	0.74	1.63	4,200	171,853	1,822,911	98,089	56.44	10.6	24.5		245,490
1975	87,121	1,411,946	13,091,625	5,517,783	86,793	0.66	1.57	4,200	238,288	3,618,602	227,744	66.18	15.2	38.3		94,893
1976	89,997	1,472,109	15,928,705	6,132,035	163,949	1.03	2.67	4,500	176,229	2,275,766	155,784	73.07	12.9	37.2		88,994
1977	91,023	1,530,843	16,225,290	6,524,563	170,377	1.05	2.61	4,500	166,703	1,983,264	138,593	74.05	11.9	31.3		120,988
1978**	99,892	1,835,143	21,085,209	8,710,463	211,890	1.00	2.43	6,000	168,689	1,808,575	129,443	75.62	10.7	29.8		210,948
1979	103,965	1,890,608	23,482,229	9,162,637	208,356	0.89	2.27	6,000	189,700	2,042,387	153,961	77.82	10.8	27.3		295,904
1980	106,747	1,849,072	25,105,822	9,126,346	91,816	0.37	1.01	6,000	244,383	3,284,393	288,371	88.41	13.4	36.8		125,698
1981	106,813	1,838,552	27,185,203	9,226,566	145,993	0.54	1.58	6,000	219,900	2,881,462	263,860	91.45	13.1	36.4		1,188
1982	106,345	1,798,639	28,356,202	9,556,739	253,755	0.89	2.66	6,600	237,824	3,259,355	312,397	93,72	13.7	38.3	89,825	(64,307)
1983	107,966	1,820,539	30,122,012	10,143,351	279,981	0.93	2.76	7,000	182,975	2,627,809	246,559	93.83	14.4	43.5	89,825	(35,546)
1984	111,292	1,914,118	33,250,462	10,888,274	287,115	0.86	2.64	7,000	160,780	1,854,359	169,173	91.23	11.5	30.6		91,823
1985	115,691	1,972,705	35,710,862	12,419,731	303,522	0.85	2.44	8,000	165,854	2,051,313	194,803	94.97	12.4	26.8		217,310

* Coverage extended to 1 or more plus state hospitals and higher education

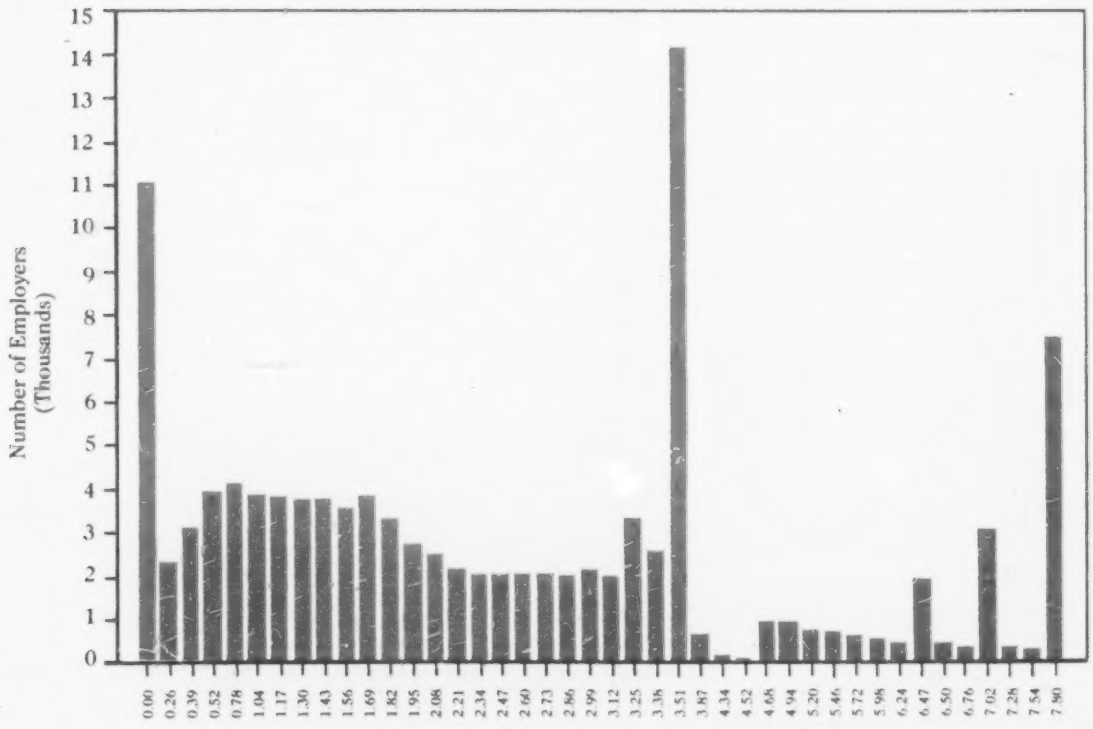
** Coverage extended to state and local governments, agriculture, domestics and nonprofit

DIVISION OF EMPLOYMENT SECURITY

UNEMPLOYMENT COMPENSATION FUND
Fiscal Year 1986

Beginning Balance on Hand, July 1, 1985	$164,216,018.50
RECEIPTS	
Federal Supplemental Compensation Account	(64,840.77)
Federal Employees Compensation Account	4,447,000.00
Net Contributions Collected	312,842,791.76
Interest Credit by U.S. Treasury	19,812,196.74
Reed Bill Reimbursements	746,847.38
Reimburseable - State & Other Local Governments	4,320,343.82
Reimbursable - State Hospital & Higher Education	1,007,421.62
Reimbursable - Nonprofit Organizations	2,352,537.90
Regular Extended MA Portion	(28,218.88)
CWC Reimbursements	2,424,981.70
TOTAL RECEIPTS	$347,861,061.27
DISBURSEMENTS	
Federal Supplemental Compensation Account	$ (101,735.10)
Federal Employees Compensation Account	4,500,103.57)
Net Benefits Paid to Claimants	197,808,155.01
Reed Bill Disbursements	0.00
Reimbursable - State & Other Local Governments	$ 4,345,416.44
Reimbursable - State Hospital & Higher Education	1,242,089.69
Reimbursable - Nonprofit Organizations	2,407,091.36
Net Regular Extended Benefits - State Portion	(12,260.85)
Net Regular Extended Benefits - MA Portion	(10,731.58)
CWC Disbursements	7,293,512.08
TOTAL DISBURSEMENTS	$217,471,640.62
BALANCE ON HAND, June 30, 1986	$294,605,439.15
CASH BALANCE, June 30, 1986	
Clearing Account	(14,188.11)
Trust Fund Account	$295,537,815.63
Benefit Payment Account	$ (918,188.37)
	$294,605,439.15

EMPLOYERS BY CONTRIBUTION RATE
Calendar Year 1986 Rates



CONTRIBUTION RATES WERE COMPUTED FOR 113,556 EMPLOYERS

9,427 ineligible employers were assigned the rate 3.51.
2,739 ineligible and specially rated employers were assigned the rate 7.02.
690 special industry employers received the rate 3.87.
221 special industry employers received the rate 4.34
23 special industry employers received the rate 4.52
2,006 special industry employers received the rate 6.47

DIVISION OF EMPLOYMENT SECURITY

UNEMPLOYMENT INSURANCE CONTRIBUTIONS AND BENEFITS BY COUNTY OF RESIDENCE ALL PROGRAMS — FISCAL YEAR 1986

County of Residence	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
STATEWIDE	$304,927,538	475,798	2,646,009	2,039,764	$208,215,476	$4,387,638	$212 603,114
Adair	1,055,667	3,114	13,132	10,821	959,494	8,000	967,494
Andrew	183,473	1,228	6,849	5,673	591,388	3,375	594,763
Atchison	170,659	208	1,650	1,140	107,540	1,290	108,830
Audrain	1,206,986	2,340	12,564	10,604	1,033,971	8,156	1,042,127
Barry	1,379,760	2,368	11,539	7,389	704,690	8,970	713,660
Barton	355,431	1,270	3,717	2,367	209,396	2,527	211,923
Bates	304,646	1,101	7,005	4,607	465,950	6,319	472,269
Benton	326,398	1,242	8,698	6,654	625,597	26,880	652,477
Bollinger	242,752	3,071	10,931	9,056	731,548	2,975	734,523
Boone	4,346,109	4,870	30,958	23,821	2,429,013	45,787	2,474,800
Buchanan	5,455,869	10,254	58,377	46,883	4,733,816	57,651	4,791,467
Butler	1,834,018	4,685	30,089	23,418	2,245,848	46,855	2,292,703
Caldwell	169,398	417	3,325	2,546	254,115	3,149	257,264
Callaway	1,392,268	2,554	16,207	12,691	1,308,700	17,488	1,326,188
Camden	1,989,231	3,071	18,742	15,190	1,481,078	12,657	1,493,735
Cape Girardeau	3,876,541	6,525	28,402	21,455	1,986,332	29,325	2,015,657
Carroll	355,465	1,559	6,719	5,473	492,612	13,913	506,525
Carter	192,266	998	7,378	6,084	581,277	25,225	606,502
Cass	1,299,113	3,593	21,486	15,147	1,555,327	45,485	1,600,812
Cedar	348,158	1,497	6,644	4,669	384,943	17,445	402,388
Chariton	187,562	879	5,076	4,300	412,408	1,799	414,207
Christian	715,632	2,504	12,475	9,340	927,392	12,323	939,715
Clark	100,806	241	1,797	1,420	133,391	1,866	135,257
Clay	9,951,954	7,405	44,974	30,403	3,280,161	43,305	3,323,466
Clinton	306,710	965	5,890	4,312	443,652	5,401	449,053
Cole	3,265,545	4,283	25,209	19,974	2,067,778	24,789	2,092,567
Cooper	540,600	2,035	8,573	7,023	720,654	8,328	728,982
Crawford	623,648	3,040	13,691	10,874	997,299	10,844	1,008,143
Dade	129,144	697	3,708	2,799	267,231	6,211	273,442
Dallas	193,034	1,304	7,120	5,514	546,099	7,753	553,852
Daviess	161,684	538	2,790	2,185	208,925	6,163	215,088
DeKalb	130,974	647	3,699	2,846	289,132	2,065	291,197
Dent	356,891	2,463	11,352	9,025	847,997	18,933	866,930
Douglas	383,278	3,003	10,621	8,400	725,206	5,989	731,195
Dunklin	1,334,135	4,844	24,854	18,484	1,632,589	27,525	1,660,114
Franklin	3,942,809	11,827	50,853	39,968	4,105,566	49,324	4,154,890
Gasconade	857,487	3,156	9,854	7,648	685,292	4,463	689,755
Gentry	151,661	489	2,696	2,035	186,326	296	186,622
Greene	13,473,549	14,637	83,217	62,277	6,256,446	85,106	6,341,552
Grundy	480,304	1,186	6,353	5,055	467,115	9,944	477,059
Harrison	246,456	568	3,831	2,934	272,102	904	273,006
Henry	761,238	2,324	13,364	10,563	986,187	14,474	1,000,661
Hickory	100.092	492	3.880	2,987	299,384	10,189	309,573
Holt	189,774	292	1,912	1,452	141,641	3,670	145,311
Howard	196,623	939	4,411	3,615	353,174	6,718	359,892
Howell	1,653,754	6,782	26,327	20,472	1,685,826	25,527	1,711,353
Iron	469,372	1,590	8,252	6,343	594,202	11,719	605,921
Jackson	48,770,654	43,847	288,954	199,848	20,480,215	592,234	21,072,449
Jasper	5,546,931	7,683	45,148	33,065	3,243,356	39,329	3,282,685
Jefferson	4,063,970	15,603	80,996	64,345	6,764,362	92,614	6,856,976
Johnson	844,539	2,501	13,259	9,855	948,803	51,062	999,865
Knox	108,538	371	2,043	1,766	158,811	220	159,031
Laclede	1,661,969	6,827	23,606	18,616	1,757,394	21,506 159,031	
Lafayette	769,796	2,550	15,374	12,661	1,283,646	13,372	1,297,018
Lawrence	828,943	2,979	15,343	10,995	1,054,519	14,808	1,069,327
Lewis	303,335	452	4,611	3,962	406,941	3,789	410,730
Lincoln	675,352	2,956	14,221	11,348	1,161,679	16,265	1,177,944
Linn	832,017	1,675	10,094	8,458	768,233	8,941	777,174

DIVISION OF EMPLOYMENT SECURITY

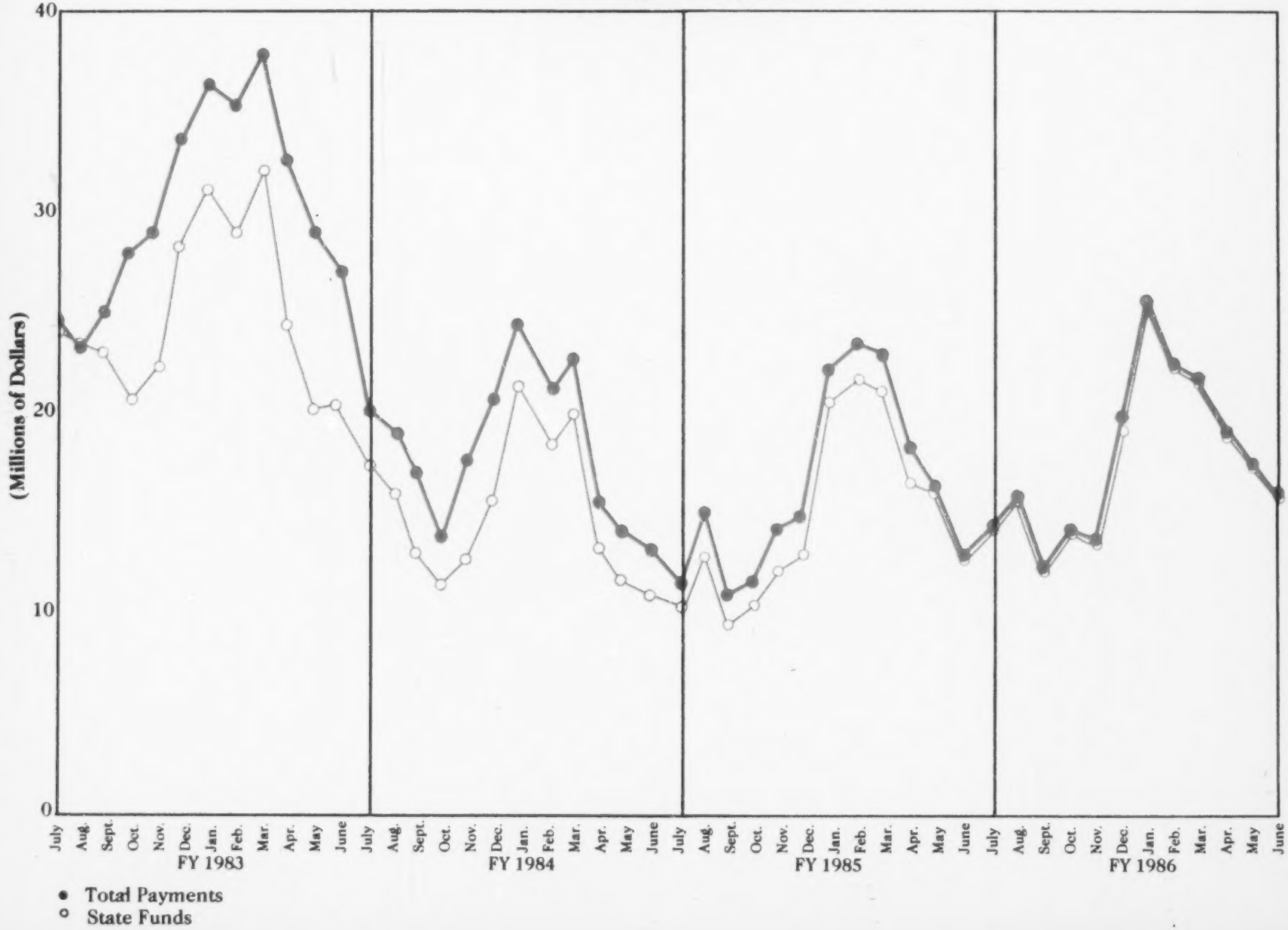
County of Residence	Net Employer Contributions*	Initial Claims**	Weeks Claimed	Weeks Paid	Amount of Benefit Payments*** State UI	Fed. Funds	Total
Livingston	802,696	1,071	5,948	4,635	444,562	8,537	453,099
McDonald	513,651	1,291	6,651	4,713	458,575	14,653	473,228
Macon	469,123	4,624	13,442	11,055	1,128,620	15,561	1,144,181
Madison	492,442	3,025	10,460	8,462	731,488	9,138	740,626
Maries	190,373	1,444	5,446	4,459	424,302	2,575	426,887
Marion	1,396,453	2,882	16,907	14,051	1,332,579	21,917	1,354,496
Mercer	48,613	207	1,358	991	95,633	800	96,433
Miller	1,287,440	2,988	18,515	15,541	1,485,319	24,869	1,510,188
Mississippi	769,592	3,510	14,433	11,704	1,011,197	3,463	1,014,660
Moniteau	555,747	2,261	12,054	10,679	1,065,092	3,327	1,068,419
Monroe	382,570	675	4,027	3,540	256,107	8,848	364,955
Montgomery	346,211	1,401	6,766	5,387	533,407	1,196	534,603
Morgan	529,009	1,914	11,540	9,422	902,520	10,705	913,225
New Madrid	1,177,636	2,476	15,878	12,774	1,187,701	15,158	1,202,859
Newton	1,819,902	4,490	21,773	16,129	1,609,751	14,241	1,623,992
Nodaway	550,375	1,121	6,604	5,499	545,373	4,037	549,410
Oregon	178,138	1,515	6,778	4,739	415,827	8,214	424,041
Osage	268,195	1,008	4,712	3,873	376,087	3,433	379,520
Ozark	190,494	824	4,888	3,083	279,587	5,379	284,966
Pemiscot	896,737	3,074	15,061	11,449	1,001,487	27,116	1,028,603
Perry	779,991	2,893	9,983	8,168	657,614	5,178	662,792
Pettis	2,218,925	4,429	24,878	19,675	1,839,670	28,382	1,868,052
Phelps	1,185,144	2,892	16,820	14,012	1,293,140	54,026	1,374,166
Pike	668,772	1,763	8,629	7,051	665,166	14,354	679,520
Platte	1,499,536	2,060	11,878	6,971	738,328	16,040	754,368
Polk	467,838	1,557	11,086	8,999	906,009	8,591	914,600
Pulaski	938,435	4,722	19,001	13,627	972,015	339,746	1,311,761
Putnam	135,940	357	2,299	1,849	165,045	5,182	170,227
Ralls	167,632	857	4,419	3,790	376,098	5,025	381,123
Randolph	1,076,428	2,912	15,365	12,566	1,275,487	11,269	1,286,756
Ray	457,516	1,513	10,233	8,350	870,265	7,565	877,830
Reynolds	225,484	871	6,058	5,038	472,357	6,254	478,611
Ripley	303,990	1,171	7,679	5,226	493,501	7,694	501,195
St. Charles	10,394,014	13,529	64,368	47,368	5,069,464	87,684	5,157,148
St. Clair	169,970	618	3,289	2,315	225,423	0	225,423
Ste. Genevieve	916,738	3,152	10,981	9,185	829,107	27,230	856,337
St. Francois	1,672,241	6,083	32,057	25,333	2,396,075	49,475	2,445,550
St. Louis City	40,952,620	40,086	291,779	231,354	22,176,034	700,710	22,876,744
St. Louis Co.	75,921,953	53,736	342,874	266,057	27,578,149	614,198	28,192,347
Saline	1,278,351	3,143	12,309	9,603	923,218	11,533	934,751
Schuyler	60,924	509	2,762	2,012	184,696	1,788	186,484
Scotland	109,601	211	1,709	1,474	137,399	0	137,399
Scott	1,619,218	5,239	26,030	20,158	1,859,048	27,745	1,886,793
Shannon	198,376	1,971	9,597	7,956	607,182	85,257	692,439
Shelby	232,845	740	3,200	2,717	285,588	3,138	288,726
Stoddard	1,837,771	6,405	25,921	21,327	1,852,708	27,198	1,879,906
Stone	1,041,814	2,841	17,922	14,930	1,355,637	8,203	1,363,840
Sullivan	184,856	631	3,534	2,818	253,883	2,914	256,797
Taney	1,615,263	3,482	25,664	21,205	1,898,637	19,827	1,918,464
Texas	1,034,393	6,400	23,401	18,602	1,625,901	45,824	1,671,725
Vernon	637,770	1,539	8,141	5,275	513,047	9,397	522,444
Warren	819,632	2,061	8,548	6,302	648,907	8,957	657,864
Washington	642,757	3,818	16,989	13,622	1,328,638	22,688	1,351,326
Wayne	461,269	2,583	13,023	10,506	871,059	21,366	892,425
Webster	782,976	4,367	17,539	14,092	1,404,056	14,260	1,418,316
Worth	77,745	154	904	694	56,867	1,816	58,683
Wright	928,351	4,815	18,428	15,094	1,331,435	8,536	1,339,971
Out-of-State	134,082	15,168	98,732	79,376	8,404,182	144,700	8,548,882
NEC	6,389,012	0	0	0	7,845,458	87,471	7,932,929

* Contributions due on calendar 1985 taxable payrolls; includes voluntary contributions made to improve employer's experience ratio.

** Excludes transitional claims (an initial claim to establish a new benefit year, filed when a current benefit year expires during a spell of unemployment).

*** Benefits paid under the Regular, EB, FSC and programs for federal employee, postal employee and military personnel,by source of funds.

BENEFIT PAYMENTS
All Programs By Fund



DIVISION OF EMPLOYMENT SECURITY

JOB SERVICE ACTIVITIES
FISCAL YEAR 1986

Local Office	Job Openings Non Ag.	New App. Trans.	Non Ag. Referrals Trans.	Non Ag. Placements Trans.
STATEWIDE*	156,389	370,472	464,540	112,572
Blue Springs	1,543	2,455	5,812	1,242
Branson	2,672	3,931	6,190	1,783
Camdenton	871	1,589	2,863	470
Cape Girardeau	3,710	6,698	12,648	3,091
Cape Girardeau WIN	15	288	62	26
Carthage	1,842	3,191	4,694	1,705
Caruthersville	879	2,586	2,312	814
Caruthersville WIN	6	321	69	25
Chillicothe	2,258	4,748	5,966	1,743
Clinton	1,180	3,275	4,688	1,019
Columbia	4,827	9,365	19,486	2,938
Crestwood	6,106	17,394	12,598	2,798
Crystal City	1,731	7,057	5,338	1,150
Dexter	1,169	2,708	2,057	989
Ferguson	1,577	7,580	7,240	1,375
Flat River	2,108	8,840	8,189	1,465
Florissant	1,670	4,691	2,850	758
Fort Leonard Wood	706	3,150	2,273	589
Gladstone	10,934	14,628	26,858	6,996
Grandview	3,829	9,886	12,950	2,880
Hannibal	1,388	5,046	3,688	1,129
Independence	4,437	12,542	16,955	3,212
Jefferson City	3,897	7,589	9,793	2,632
Joplin	5,007	10,044	14,156	3,875
Kansas City	14,324	18,572	26,204	9,658
Kansas City South	4,249	11,032	14,950	2,584
Kennett	772	2,501	2,346	691
Kennett WIN	11	159	202	50
Kirksville	1,354	4,058	4,879	1,050
Lebanon	3,249	6,552	13,328	2,588
Lexington	863	2,343	3,291	815
Malden	836	2,294	1,857	748
Malden WIN	16	77	83	40
Marshall	2,034	3,324	7,300	1,694
Marshfield	501	2,232	3,218	557
Maryville	1,771	3,658	6,600	1,425
Mexico	1,394	2,691	5,099	980
Moberly	1,484	4,242	6,863	1,150
Monett	2,365	5,340	5,708	2,116
Nevada	1,219	3,071	3,255	893
Poplar Bluff	2,407	7,044	6,608	1,934
Poplar Bluff WIN	21	436	84	28
Rolla	2,275	7,213	7,958	1,635
St. Ann	5,615	12,979	10,666	2,580
St. Charles	2,985	8,985	6,023	1,928
St. Joseph	3,946	9,019	14,839	2,697
St. Louis	11,835	18,511	22,579	8,719
St. Louis North	1,865	10,743	7,639	1,567
St. Louis South	2,702	10,225	9,942	2,355
St. Louis WIN (City)	28	2,847	3,784	608
Sedalia	3,294	7,653	12,655	2,733
Sikeston	2,350	5,206	7,829	1,893
Sikeston WIN	56	1,083	92	63
Springfield	9,158	21,135	29,386	6,018
University City	2,691	6,111	6,015	1,415
Washington	2,167	8,574	13,948	2,721
West Plains	1,328	5,986	3,778	1,036

* Local Office figures do not add up to Statewide totals due to exclusion of some JTPA and Non-E.S. reporting locations.